

NEWS: EUROPE

Gaullists abandon idea of primaries

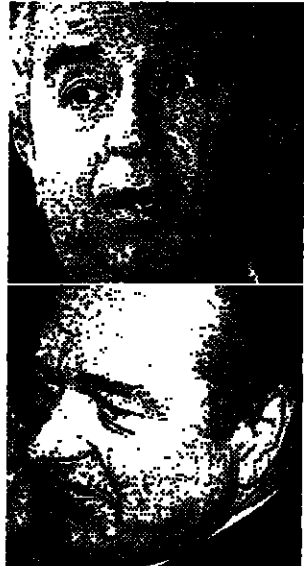
By David Buchanan in Paris

France's conservative coalition yesterday buried the idea of holding US-style primary elections to choose a single right-wing presidential candidate.

Representatives of the RPR Gaullists and the centre-right UDF federation yesterday pronounced victory "impossible" and said a victory for the right next year would depend on rival conservatives having "the will" to rally together in time for the final round of voting on May 7.

The possibility of the French right reaching across the Atlantic for a device to settle their differences always seemed a long shot, though the RPR-UDF agreement in 1991 that called for staggered, regional primary elections ending at least three months before the presidential vote was modelled on US lines. The first round of voting in France constitutes a kind of a primary, in that only two candidates go to the final vote and they are usually of the right and of the left, but the bare fortnight between the two votes gives no time for party wounds to heal.

The primaries idea mainly failed because by the time it started to get serious consideration this autumn - as Mr Jacques Delors, the European Commission president and possible socialist presidential contender, began to profit in the opinion polls from the rivalry of gaullists Mr Jacques Chirac and Prime Minister Edouard Balladur - the same opinion polls showed that Mr Chirac



Balladur (top) and Chirac: poll would lead to primary idea

would lead to Mr Balladur in primaries.

With primaries therefore seen as a partisan device by Balladur supporters to squeeze Mr Chirac out of the race, their formal demise yesterday was greeted with relief by the Chirac camp and some irritation by the prime minister's supporters. But the prime minister clearly intends to play on the fact that - unlike Mr Chirac - he has wide support within his UDF coalition partnership. "A unity candidacy remains as necessary as ever," he said yesterday, though he does not intend to go public with his Elysée campaign until early January.

Five groups bid for Dutch mobile phone licence

By Ronald van de Krol in Amsterdam

Five international consortiums submitted bids yesterday to set up a second Dutch mobile communications network to compete with the one established by KPN, the country's partially privatised telecommunications operator.

The government will decide by April 1 which of the competing consortia - grouped around the Netherlands' three biggest banks, Deutsche Telekom of Germany and Telecom Finland - will win the right to challenge KPN's monopoly in providing pan-European GSM (global system of mobile communications) services.

The long-awaited second licence is designed to inject competition in mobile communications in the Netherlands, which until recently had lagged behind its European neighbours in embracing the new digital standard.

It is also seen as a dress rehearsal for next year, when the government hopes to issue a licence to the country's electricity companies, other utilities and Dutch Rail, the state-owned railway, to start building a fixed telecommunications infrastructure. This proposed domestic rival to KPN, which will initially be restricted to offering data communication services to business customers, is widely expected to seek a partnership with a foreign telecommunications group.

The deadline for submitting GSM business plans of up to

500 pages was yesterday afternoon. The public works ministry declined to identify the bidders by name, but industry sources identified the consortium leaders as ABN Amro Bank, ING Bank, Rabobank, Deutsche Telekom and Southwestern Bell.

ABN Amro's partners include Cable & Wireless of the UK, while ING's main partner is Britain's Vodafone. Rabobank's consortium consists, among others, of Schiphol Airport and Getronics, the Dutch computer services company.

Deutsche Telekom's partners in the "GSM Nederland NV" consortium include the newspaper group De Telegraaf and RCT, the Netherlands' former national computer centre. Telecom Finland has teamed up with Vias Nederland.

The winning consortium will have to scramble to catch up with KPN, which launched its GSM network on July 1 and which has already signed up more than 50,000 subscribers.

The "GSM Nederland NV" consortium has previously said it could have its network up and running within three months, suggesting that KPN could start to face competition from mid-1995. KPN has already invested more than Fl 500m (\$183m) in building its network, with future investments expected to take the total cost of its network to Fl 1.2bn.

Despite the head start given to KPN, the second GSM operator is virtually certain to benefit from high profit margins in the early years of its licence.

PDS goes on hunger strike in tax row

By Judy Dempsey in Berlin

Leaders of east Germany's reformed communists, the Party of Democratic Socialism, have gone on hunger strike in protest against plans by the Berlin tax authorities to seize their property in part payment for alleged outstanding taxes.

PDS leaders claim the action by the tax authorities is a politically orchestrated attempt to force the party into bankruptcy. In city elections next year the PDS is expected to win several seats in the east of the city.

"We will keep up the strike until this claim is dropped," said Mr Gregor Gysi, parliamentary leader of the PDS and one of seven PDS members who are on hunger strike in Berlin's state parliament. The party won 30 parliamentary seats in last month's federal election, and 4.4 per cent of the federal vote.

The tax authorities are claiming that the PDS owes DM67m (\$27.5m) in property tax due for the first six months of 1990. But Mr Gysi said the authorities had a poor legal case for claiming that tax since two separate Germanys existed at that time.

He added: "The authorities have never asked the other east German political parties to pay tax for this period. This is an attempt to politically kill us by making us bankrupt."

The other parties, which had been sanctioned by east Germany's communist party were merged with west Germany's Christian Democratic Union (CDU), led by Chancellor Helmut Kohl, and the Free Democrats, the junior partner in the governing coalition.

Their property, like that of the PDS, is held in trust by the Treuhand privatisation agency, while separately an independent commission is assessing who has the legal right to inherit any of these properties.

The tax office, which is headed by Mr Elmar Pieroth, the CDU senator responsible for Berlin's finances, said it would seize the PDS's property if the party did not pay. Most of the PDS's property has belonged to east Germany's former communist party.

However, the legality of such an action was last month challenged by a Berlin court, which, by way of a compromise, proposed that the PDS hand over as a guarantee to the tax authorities the DM6.6m due to the party from the federal state for expenses incurred during the recent election campaign.

But Mr Lothar Bisky, chairman of the PDS who is also on hunger strike, yesterday said if the party was forced to part with the DM6.6m, it would face bankruptcy, which is exactly what some of the political parties want," he said. The PDS has outstanding debts of over DM5.5m, of which DM2m is owed to east German enterprise managers and supporters who helped finance the PDS's election campaign.

Emma Tucker on the European Commission investigation of price-fixing

How the cement cartel came unstuck

The fat file sitting on European commissioner Karel Van Miert's desk is, he says, as good a read in places as a *roman policier*.

Unfortunately for the curious, Mr Van Miert is not publishing his file but he could probably be forgiven the hyperbole given that it took three of the Commission's staff against "an army of lawyers" five years to come up with its contents.

The file's contents relate to the alleged illegal manoeuvres of 33 European cement producers, plus one international cement association and eight national ones that over a period of 10 years colluded to rig Europe's cement market.

On Wednesday, a triumphant Mr Van Miert, competition commissioner, announced the imposition of record fines totalling Ecu248m (\$193m) on the producers but warned that industry was getting better and better at hiding evidence of collusive behaviour.

"There are still cartels in some sectors and they will do anything they can to avoid us finding any evidence," he said.

The chairman of one leading cement producer is alleged to have said at the end of a collusive get-together that no minutes of the meeting would be "necessary". The participants were, however, not careful enough. A series of raids on the headquarters of all the leading EU cement companies towards the beginning of the investigation produced enough



Van Miert: uncompromising in fight against cartels

evidence to satisfy the Commission that a powerful cartel was operating.

It alleges that the European Cement Association - Cembureau - established what was known as the "Cembureau agreement or principle of not

transshipping to internal European markets".

Through the exchange of information on prices the principle allowed producers to reduce price differences between countries so as to remove any temptation to

export and to get those producers who did export to align their prices with those of local producers.

In effect, the system allowed the producers to maintain artificial frontiers on the basis of domestic markets. As Mr Van Miert said yesterday: "If a German business wanted to buy cement from a French producer, just 20km inside the frontier, it was not allowed to do so."

Conclusions to one Cembureau meeting on intra-community trade said: "Pressure from inter-member trade had slackened considerably through improved bilateral contacts. Exports had tended to shrink, but there was still a threat from outsiders."

According to the Commission, exchanges of notes between French and Italian producers, for instance, reveal their decision to share the Côte d'Azur market. And at several meetings, the Portuguese and Spanish producers, represented by their associations, monitored cement exports between the two countries so as to ensure that markets were shared.

One note from a meeting between the Spanish and Portuguese stated that: "The parties present, who may be regarded as the representatives of Spanish and Portuguese cement producers, expressed their clear support for the principle that there should be no cement movements from Spain to Portugal

or from Portugal to Spain."

In 1988, after the loss of key Middle East markets, Greek producers started to threaten other markets with cheap exports. Cembureau reacted swiftly. It set up a joint trading company, called Intercement, to absorb Greek cement and prevent it from being exported to other markets.

Using heavy-arm tactics the Italian cement producers also took action, ensuring that a big contract between an Italian buyer and Greek suppliers was broken. Meanwhile, other European cement producers ended contracts with Greek producers to curb exports.

These practices continued right up until last year, according to the Commission. The companies - most of which are appealing - have three months to pay fines that in some cases amount to 4 per cent of their annual turnover in cement.

The Commission hopes its action will introduce competition into Europe's cement market. It has pointed out that cement can be supplied profitably even over long distances.

"Cement supplies are possible from Germany and Spain to the UK and Ireland, while Italian producers are able to cross the Alps and supply cement in Switzerland," it said yesterday.

The relevant market is therefore Europe, it concluded. "If the markets were sealed off by distance, there would be no reason for the behaviour of the firms as described in the infringement."

An industry prone to price-fixing and cartels

Why cement? Andrew Taylor points to high costs and a low value product in a cyclical industry

The record fines announced on Wednesday by the European Commission on 33 cement companies for operating an illegal cartel are not the first penalties European cement manufacturers have had imposed on them for allegedly trying to fix their markets.

The German Cartel Office in 1989 announced fines totalling DM244m (\$100m) against domestic manufacturers accused of operating a price-fixing ring. In July 1992 the Italian anti-trust authority fined cement producers L&M (\$2m) in the so-called Procal cartel in southern Italy.

Not all cartels have been illegal. A 50-year-old legal common pricing agreement in Britain was ended by manufacturers in 1987. Another legal cement cartel in Switzerland established since 1911 is to be dismantled at the end of this year.

It will be replaced by a transport pooling arrangement to ensure that at least 61 per cent of cement is transported by rail to protect the environment. Rail traffic will be subsidised by a voluntary duty imposed on cement carried on roads.

In most cases however, such agreements are illegal. What is it that makes cement manufacturers so prone to oper-

ating market sharing and price-fixing cartels? The huge capital investment required to build a modern cement works - a medium-sized plant costs about \$100m - means that national markets increasingly have become dominated by a small number of large companies.

Cement is a relatively low value product, sold to a highly cyclical construction industry,

An upsurge in cross-border business is not expected

making it even more tempting for producers to try to ensure price stability by making clandestine agreements.

Annual cement sales in the European Union, according to the European Cement Association (Cembureau), rose by 22 per cent during the five years between 1986 and 1990 only to fall by a tenth over the next three years.

Attempts to sell cement across borders to offset big falls in domestic demand nonetheless have remained few. Imports as a proportion of total EU consumption have risen

only from 5.5 per cent to 12.7 per cent between 1987 and 1993, according to Cembureau.

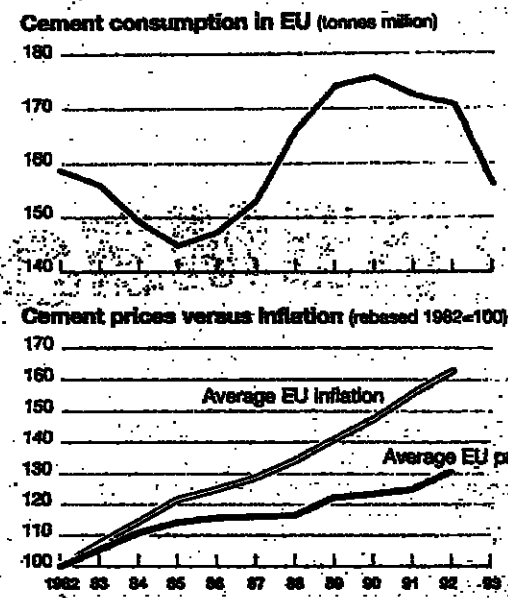
"Companies may be reluctant to sell substantial surplus volume in neighbouring countries as it could provoke retaliation and lead to a devastating regional price war," says Mr Lawrence Amboldt, construction analyst with MP London Wall Equities.

For this reason few observers expect to see a dramatic change in the way in which large European cement producers operate in spite of the Commission's verdict. "There may be some narrowing of price differentials between markets but I do not expect to see a great upsurge in cross border trade," says Mr Amboldt.

According to London Wall, seven large suppliers account for about half total European sales, excluding Turkey, the Commonwealth of Independent States (CIS), Albania and former Yugoslavia.

The largest European supplier is Italcementi of Italy, although Holderbank of Switzerland is bigger worldwide. Italcementi, which has a European market share of more than 11 per cent, also has a controlling interest in Ciments Français, the second-largest French producer.

Other members of the big seven are Heidelberg of Ger-



many, which has a controlling interest in CBR, the largest Belgian producer, and has about 10 per cent of the European market; Holderbank with almost 9 per cent; Lafarge Coppee the largest French producer, almost 8 per cent; Blue Circle of Britain, 4 per cent; Dycerhoff of Germany, 4 per cent; and EuroC/Aker a Scandinavian joint venture with 3.5 per cent.

Many of these companies control subsidiaries based in other EU markets but in most cases these make very modest cross-border sales.

Concentration of power is even greater in individual markets. Three companies, Blue Circle, Rugby and Castle, supply over 90 per cent of cement sold in Britain while four com-

panies, Lafarge, Ciments Français, Vicat and Holderbank supply over 90 per cent of the French market.

The biggest threat to the large European producers comes from eastern European countries, such as Poland, which under communist rule established large cement manufacturing capacity now searching for foreign currency alternative markets to sell surplus production.

Manufacturers in response have sought to gain control of eastern European markets these have been privatised. "Between them Holderbank, Heidelberg/CBR, Lafarge and Italcementi/Ciments Français effectively have bought up the cement industry in the Czech Republic," says Mr Amboldt.

The men who invest in Soviet dinosaurs

Matthew Kaminski meets the buccaneers of Ukraine's richly endowed Donbass region

John Hughes, a Welsh blacksmith, opened the first big steel plant in Donetsk, then called Yuzovka, in 1872. More than a century later, as rusting Soviet industrial giants, the entrepreneurial spirit is alive again in the heart of Ukraine's Donbass region.

White Mercedes Benz cars, covered in a thin film of black dust from 60 coal mines, career down grey, muddy streets. Smartly dressed young men stand out among the pensioners.

The explanation for this sharp contrast is that, although it was hard hit by the Soviet Union's collapse, there are many ways to make money in the Donbass.

It is estimated that a quarter of Ukraine's economic potential lies with the Donbass's steel mills, coal pits, farms, sea ports, factories and coal, manganese and iron ore deposits - all that prompted Dmitry Medvedev, the Russian scientist famous for the periodic table, to marvel at its "inexhaustible richness".

"It's a rough diamond, uncut, unpolished," says Mr Fredric Kerulis, a US mining engineer who has worked with western investors in Donetsk for two years. He notes that both small traders and large companies, such as General Electric, are keenly interested.



Yet the local business elite is the driving force behind economic and political change in eastern Ukraine.

The summer elections brought into the governor's seat Donetsk's retail shop magnate, Mr Volodymyr Sherbak, a 41-year-old with no Communist party background whose electoral success was matched by other young progressives gaining the mayor's office in Mariupol, the Donbass's leading port, and in neighbouring Lugansk.

Mr Sherbak's goal is to bring in private capital, rebuild industry and commerce, and develop metal, raw material and coal exchanges. Last week he hosted Israeli jewelry producers who, with engine ties to the area, want to set up a joint

venture in the region. "I'm temporarily governor," Mr Sherbak says, "but forever in business."

"We support whatever works," says Mr Oleg Rybak, the mayor, citing special land auctions for filling stations, hotels and shops contracts open to foreign companies.

The plans are in infancy. The World Bank and the UK consultancy Bain & Company also worry that privatisation is stalled, although progress is visible on small-scale enterprises.

The climate, at least, has changed. African and European traders invariably follow steel, but direct investment by former Soviet, Middle East, east European and west European partners is picking up after a drop off during last winter's economic chaos in Ukraine.

The popular Mr Rybak, an unassuming former apparition who does not belong to any party, keeps an open door. At his sparse office last week guests included the city's favourite son, Mr Sergei Bubka, the pole vaulter and now local entrepreneur.

"I divide my time between Monte Carlo, Berlin and Donetsk," says Mr Bubka, who has opened a sports club, several shops and a slot machine business in his home town. Once dutifully criticising capitalism in US television inter-

views, Mr Bubka says: "We survive in a different way now: everyone buys and sells everything."

Mr Aleksander Mahmudov typifies this diversity. A stocky middle-aged engineer, he was mayor before starting, with two partners and little capital, a financial concern in 1991.

Dikon Invest, now publicly owned with 48 offices in Ukraine, Russia and Bulgaria, works in securities, banking, insurance and pension funds. With a sixth share issue coming up, Dikon in 1993 paid dividends of up to 30,000 per cent, albeit skewed by hyperinflation.

But rarely for Ukraine, where financial groups mostly shuffle hard currency for short-term gain, the bulk of Dikon's business is with the large enterprises prominent in the Donbass that are considered white elephants by most experts.

"Our motto is: take advantage of the negatives," Mr Mahmudov proclaims, between answering his portable or satellite phones in an office cluttered with western gadgets.

The Dikon portfolio includes stakes in 20 companies with more than 35,000 employees - such as Nord, Ukraine's famed refrigerator concern that this week opened a plant in Jordan, and Azovmash, a machine-

building giant in Mariupol. Despite stuttering nationwide privatisation, Dikon also drew up plans to first corporatise, and soon after privatise, the Soviet dinosaurs.

"When we see large enterprises need financial help," Mr Mahmudov said, "we invest in them to keep them afloat."

The optimists hope Donbass mirrors the post-war fate of Germany's Ruhr region or Pittsburgh in the 1980s: an industrial swathe restructured, then revitalised. "In the west it took 15 years," Mr Mahmudov said. "There are energetic people here, but in Donetsk, it'll take longer."

Outside capital is desperately needed to rebuild inefficient and subsidised industries and mines.

Gas de France last week explored coal mines to consider a venture to trap and sell methane gas, a resource currently wasted. But such visits are rare.

Even compared with Russia, Mr Kerulis said, Ukraine's Donbass looks risky. Companies fear the government's "moving target" tax policies and the mob. Just across the border from Rostov, an organised crime centre, Donetsk sees more than a share of grenade attacks, car burning, and murder.

Politics is a hurdle, too. Donetsk is a communist

stronghold with a large constituency in miners and pensioners, underpaid and unhappy.

Miners' strikes scuttled government plans to cut subsidies. Last week a walkout was called off when Kiev raised wages. But a showdown is imminent: Ukraine's efforts to shape up mining are central to new-found respect for fiscal austerity but the government may be ill prepared to face the social unrest and economic consequences of mass strikes.

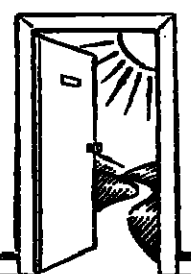
The other, but exaggerated, threat to stability lies with deep nostalgia for the Soviet Union among the region's almost exclusively Russian speakers. Nationalists also worry about the local elite's strong CIS-Moscow orientation.

The Donbass is now very strong in Kiev. President Leonid Kuchma is an eastern industrialist. His strong ally Mr Sherbak, also an MP, chairs the parliament's budget committee with wide power over purse strings and investment contracts.

The east no longer seems Ukraine's weak spot. Quite the opposite, the Donbass is at the vanguard of change. Bread prices this month were freed first in Donetsk - and the region's efforts at improving ties with Russia, Mr Rybak says, are not an attempt at separatism but greater autonomy spreading across the country.

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EUROPEAN NEWS DIGEST

Iberia's pilots reject pay cut

Plans to salvage Iberia, Spain's loss-making national airline, were thrown into disarray yesterday when the company's pilots rejected a pay cut demanded by the management. Iberia's chairman Mr Javier Salas said the decision by Sepia - the union representing the carrier's 1,100 pilots - after all-night negotiations, was "profoundly depressing" and threatened to jeopardise the company's future.

After a 24-hour wildcat strike on Monday that closed domestic airports, unions representing cabin crews and ground staff agreed to salary reductions averaging 8 per cent in place of the 15 per cent originally sought. The pilots, who held separate talks with the management, balked when they were asked to carry the main burden of the cost-cutting measures with salary reductions of up to 20 per cent. Mr Salas, who plans to meet ground staff unions again today, said the breakdown of negotiations with the pilots meant that the company could be forced to sell business units and subsidiaries in order to avert bankruptcy. *Tom Burns, Madrid*

Greece leads EU food stakes

Greeks spend more on food, drink and tobacco than anyone else in the European Union, according to Eurostat, the EU's statistical office. The French, reputedly connoisseurs of food and drink, actually spend less on these pleasures than the British. And the Irish spend more than other Europeans on having fun.

Eurostat says spending on food, beverages and tobacco fell to 19.1 per cent of total EU household consumption in 1992 from 20.5 per cent during the late 1980s. The Greeks spent 36.7 per cent, followed by the Irish on 34.8 per cent, the Portuguese on 33.6 per cent and the British on 21.6 per cent. The French spent 18.6 per cent - lower than the EU average. The Dutch spent less than anyone else in the Union: 14.9 per cent. As far as recreation, entertainment, education and culture are concerned, the Irish expended 12.1 per cent of household consumption. The British, Danes and Dutch all spent about 10 per cent. Luxembourg spent least at 4.1 per cent. Household consumption as a proportion of gross domestic product has fallen markedly in Germany. In 1992 it stood at 59.8 per cent, compared with pre-unification levels of over 60 per cent. *Michael Shopshire, Leisure Industries Correspondent*

Polish state sell-off advances

Poland's long delayed mass privatisation programme took a significant step forward yesterday when Mr Waldemar Pawlak, the prime minister and peasant party leader, approved the board members for 15 investment funds. The funds are to be handed equity in 444 state companies due to be privatised under the plan. Shares in the funds, which are to be run by mixed foreign and local managers, are to be distributed to the population at nominal fee. The European Bank for Reconstruction and Development recently allocated \$54m worth of loans to the programme to cover the funds' initial costs.

Mr Pawlak has misgivings about the scheme which he thinks gives too great a role to foreign managers, and long delays in approving successive steps in the programme have served to demoralise his doubts. These are not shared by the former communist SLD party, the other member of the governing coalition. The latest decision means the funds can now be formally registered and that talks with 19 shortlisted fund managers can start in January. *Christopher Bobinski, Warsaw*

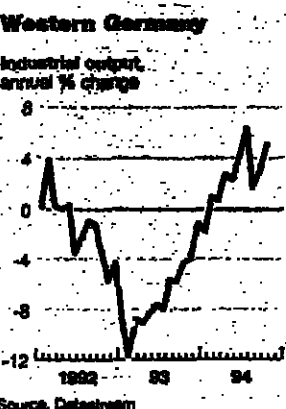
Russia urged to free detainees

A UN investigator yesterday urged Russia to release 71,000 people awaiting trial in what he called inhuman and overcrowded conditions. Mr Nigel Rodley, UN special rapporteur on torture, said many of the detainees were young, first-time, non-violent offenders swept up in a "law and order" campaign to clear the streets. Mr Rodley, who has visited "internal" detention centres in Moscow and St Petersburg, said that while the 160 remand centres in Russia had an official capacity of 187,000, about 226,000 were crammed into squalid, inhuman cells.

"The special rapporteur appeals to the government of the Russian Federation to remove from confinement in centres of detention on remand all 71,000 detained in excess of the officially proclaimed capacity of existing institutions," he said in his report to the UN Commission on Human Rights. Some detainees were petty criminals as young as 14, Mr Rodley said. *Reuter, Geneva*

ECONOMIC WATCH

Industrial output tops forecasts



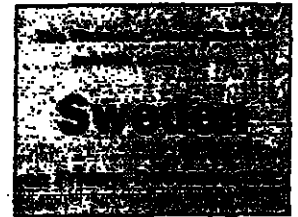
West German industrial output rose 1.6 per cent in October according to preliminary, seasonally adjusted data. The renewed advance took year-on-year growth to 5.1 per cent, above many economists' forecasts. According to latest predictions from the authoritative Ifo Institute, industrial production in the region will grow by 5 per cent next year. A new study predicts lively recovery after 4 per cent output growth this year. Machinery-makers should see output rise 9 per cent after 3 per cent this year as domestic demand picks up to complement export sales which have led the recovery. Passenger car output is forecast to rise 7 per cent after 8 per cent this year. Production of commercial vehicles, up 6 per cent this year, is expected to expand 12 per cent in 1995. *Christopher Parkes, Frankfurt*

■ Denmark's seasonally adjusted unemployment rate fell to 11.4 per cent in October from 11.7 per cent in September and from 12.4 per cent in October last year.

■ Norway's registered unemployment fell to 4.4 per cent in November from 4.5 per cent in October and 4.9 per cent a year ago.

THE FINANCIAL TIMES
Published by The Financial Times (Europe) GmbH, Niederungstrasse 3, 60311 Frankfurt am Main, Germany. Telephone +49 69 150 350. Fax +49 69 904481. Telex 416193. Represented in Frankfurt by J. Walter Brand, Wilhelmstrasse 1, 60311 Frankfurt am Main. In London by David C.M. Bell and Alan C. Miller. Printed by DVM Druck-Vertrieb und Marketing GmbH, Adenauer-Ringstrasse 36, 53533 Neuwied (Germany). Registered with the Registrar of Companies, London SE1 9HL. UK Shareholders of the Financial Times (Europe) GmbH see The Financial Times (Europe) Ltd, London and P.O. Box 100, 10000 London. Shareholders of the Financial Times (Europe) Ltd see The Financial Times (Europe) Ltd, 10000 London. The company is incorporated under the laws of England and Wales. Chairman, D.C.M.

FRANCE: Publishing Director, D. Gaud, 108 Rue de Rivoli, F-75004 Paris Cedex 01. Telephone (01) 4297-0621. Fax (01) 4297-0622. Telex 545 545. In New York, 1371 Rue de la Cour, F-91000 Evry. Telephone (1) 60 77 77. In London, 1371 Rue de la Cour, F-91000 Evry. Telephone (1) 60 77 77. In New York, 1371 Rue de la Cour, F-91000 Evry. Telephone (1) 60 77 77. In London, 1371 Rue de la Cour, F-91000 Evry. Telephone (1) 60 77 77.



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FT Surveys

'Cracks are appearing in the alliance'

Cracks are appearing in the cohesion of the alliance. The most recent example concerns the last few days' irritation - scarcely possible to play down even to the outside world - over the unilateral US decision to modify its participation in the joint Nato-WEU operation "Sharp Guard".

Relations between UN allies and Nato in the Bosnia and Herzegovina conflict, already complicated and tense, have become definitely problematic as a result of national decisions of the US in its capacity as the leading power in both organisations.

The real strain for [Nato] cohesion must be expected in the event of unilateral US support for the Bosnian military or a lifting of the arms embargo, either through US action to force a decision in the UN Security Council, or through unilateral action.

Such measures would lead to escalation of the conflict and raise the question in a concrete fashion of the protection or withdrawal of the UN peacekeeping troops deployed by alliance countries. This would demand from the alliance an engagement of a completely new form, to which precisely the US up to now has been unable to commit itself.

During the last decades the cohesion of the transatlantic alliance has been imperative and undisputed. It also held its

ground during the political changes of the last years. Today, individual alliance partners or groups have greater freedom to push through their interests, and Nato is instrumentalised for this purpose. ... As a result we see a blurring of the partners' stance that was previously held and determined jointly. A joint effort from all partners is needed to tackle this task.

Individual problems:
1. It has provided impossible to sweep away, even for outside observers, the irritation in the last week over the unilateral US decision concerning the Nato-WEU Mediterranean operation Sharp Guard. Internally, the US action has left clear traces which have been particularly durable in the case of France, but have also caused mistrust and concern among other partners.

France is accusing the US of de facto non-enforcement of surveillance of the arms embargo, and is demanding a comprehensive evaluation of all embargo infringements at sea, on land and in the air, in the apparent expectation that this will show the unreliability of the US. The speedily held foreign ministers meeting of France, Britain, and Russia - in other words without the contact group partners US and Germany - may be seen as direct reaction to the recent US action.

Moreover, the US government has been apparently consulting in the meantime with Congress over massive support for Bosnian government troops and a unilateral lifting of the arms embargo. It is above all the possible lifting of the arms embargo, which would have far-reaching political and military consequences, that would bring the cohesion of the alliance to its limits.

This dilemma of the alliance would break out into the open, should the US as a result of a lifting of the embargo a worsening of the situation force peacekeepers to be withdrawn and fighting troops to be sent from Nato members for their protection.

2. In addition to this, unilateral changes in US policies towards the ex-Soviet union and eastern Europe since the Nato summit in January directly affect the alliance. There was an abandonment at short notice, without any consultation, of the "Russian First" concept. The same happened to the question of treating the expansion of Nato as a process and as part and parcel of development of European security.

This need not per se be regretted. However, if the US on the one hand promotes a robust continuation of Partnership for Peace, but if on the other hand the concept is described by parts of the administration as "inadequate" and "oversold" after a few months, then this part of alliance policy ends up being discredited. The programme is in danger of being obsolete already, especially for the countries it is meant to help.

Now the US is applying political pressure for more speed in the expansion question, without paying attention to how this affects internal alliance positions on eastern policies as well as the military and financial consequences.

It is not clear to what extent US pressure is being motivated by a let-up in defence efforts of Nato member countries and expectations of a build-up of Nato potential through new members. Equally, it cannot be ascertained whether "hurdles" are being erected by means of criteria for [new members'] acceptance into Nato. Latest US security policy consultations in some central and east European states are likely to have included the question of Nato expansion. This leaves us to conclude that a backdoor method is being used to prevent the alliance with a *fait accompli* in the form of pre-terminated agreements, non-compliance with which is bound to cause political damage.

If such consultations were to be carried out before each Nato-level agreement, then the partners in the alliance would no longer be free in their decisions. ... This is another manner in which the cohesion of the alliance is being put under strain - even if it is possible to find a more or less procedural passage in the foreign ministers' communiqué of December 1 that all 16 states can accept. The expansion question is of such fundamental importance that we must avoid a rapid US

success [in this matter] turning into a Pyrrhic victory for the alliance.

3. France, which in the last few years has moved pragmatically toward the US within the alliance, is bound to be disappointed by these unilateral American decisions. The threshold of tolerance level may be in sight and fundamental rethinking cannot be excluded.

France mistrusts US policy on Bosnia. Foreign minister Juppé alleges that the US "favours a logic of war". A demand is possible for a change in leadership of the operation "Sharp Guard", through the WEU. Thoughts about restructuring the alliance - a division between traditional tasks and new tasks - are also well known.

4. Other member states are also contributing to these divisions and to a weakening of alliance cohesion. Canada has left Europe militarily; also, it has only one political goal with one interest, however understandable: the well-being of its peacekeepers. ...

The Bosnia conflict has also made the divergence between Greece and Turkey more evident. Turkey demands an entirely new Nato commitment to protect the Moslem population. Greece warns against the use of Turkish peacekeeping troops in the conflict. ... *Richthofen*

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NEWS: INTERNATIONAL

US Taipei trip may irk China

By Laura Tyson in Taipei

Mr Federico Peña, US secretary of transportation, will visit Taipei early next week to address a bilateral forum and meet top Taiwan officials in a move which risks incurring the wrath of Beijing.

Mr Peña's trip will be the highest-level visit to the island by a US official since a 1982 trip by Ms Carla Hills, who was then the US trade representative. He was invited to attend an annual meeting of the US-Taiwan Economic Council, a private, non-profit organisation of US and Taiwan business interests. Former US president George Bush will also attend.

The nominally private American Institute in Taiwan, which acts as the *de facto* US Embassy, said the visit reflected the growing importance of Washington's commercial relationship with Taiwan, the US's sixth largest trading partner.

There are also expectations that the newly elected Republican Congress in the US will be more sympathetic to Taiwan, which on Saturday will hold the most important elections since democratisation began in the mid-1980s.

Mr Peña is likely to promote bids by US companies for big infrastructure projects under Taiwan's national development plan. These include a nuclear power plant, a high-speed railway, freeways and urban mass transit systems.

His visit closely follows a stern warning from China to President Bill Clinton against treating Taiwan as a separate government. Mr Jiang Zemin, China's president, delivered the warning during the Asia Pacific Economic Co-operation forum earlier this month in Bogor, Indonesia.

The US severed diplomatic ties with Taipei in 1979 in favour of Beijing, which regards Taiwan as a renegade province and tries to suppress the Kuomintang-led government's efforts to scramble to the world stage. Just 29 mostly small states maintain formal diplomatic ties with Taipei and visits by cabinet officials from industrialised countries are rare.

High-level bilateral exchanges were formally banned in deference to Beijing until the Clinton administration subtly upgraded relations in September, the first changes in US policy toward the island in 15 years.

Vietnam boat people back under spotlight

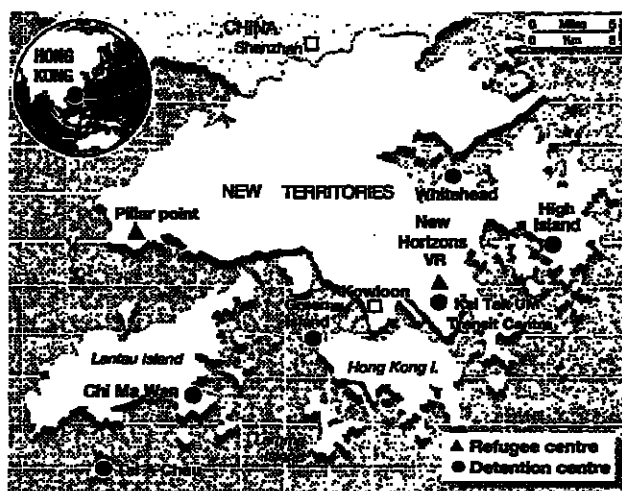
Repatriation issue could raise tensions between UK and China, Simon Holberton reports

Concern is growing in Hong Kong and London that time is running short for Britain to fulfil its commitment to repatriate Vietnamese boat people from the colony by the end of next year. The pace of voluntary repatriation has slowed to a trickle and the so-called "orderly repatriation" (forced repatriation by another name) has only recently been restarted after suspension from March until September. This year the government will be lucky if 8,000 Vietnamese return to Vietnam, half as many as returned in each of 1993 and 1992.

As the rate of repatriation is stepped up, the issue again risks becoming the focus of international controversy, possibly of fresh tensions between the UK and China.

This week, Ta Kung Pao, a Beijing-controlled daily, warned Britain it should stand by its undertaking to see all Vietnamese in Hong Kong returned to Vietnam by the end of 1995. "If not, the British government should be responsible for this," the paper said. In a sentence few Vietnamese would recognise, Ta Kung Pao added: "Hong Kong has become a paradise for the Vietnamese people."

The Vietnamese have few friends in Hong Kong, outside



a band of civil rights activists. Caught between the apparent indifference of Britain and the hostility of China, they face an uncertain future.

Yet they command the attention of both London and Beijing. Violence, or the threat of violent protest, is never far from the surface in the camps.

A worry of the Hong Kong authorities is that a putative "hard core" of Vietnamese may do something dramatic, such as group suicide, to protest against the hopelessness of their situation.

In the spring of this year, the

plight of the refugees grabbed international attention when 1,500 inmates at the Whitehead prison camp rioted in opposition to the government's policy of forced repatriation. The riot was put down with force, resulting in 270 casualties; one young mother of two may be crippled for life.

More recently, Hong Kong's passions have been inflamed by the release of 126 Vietnamese after the government found they could no longer be lawfully detained.

Hong Kong is unsympathetic to the plight of the Vietnam-

ese, even though it has been a refugee colony for most of its 150-year history.

In response to the release of the 126, the local press has been full of articles warning of potential law-and-order problems if Vietnamese are let into society; some civic leaders have pointed to the depressive effect on wage levels an influx of cheap labour might have.

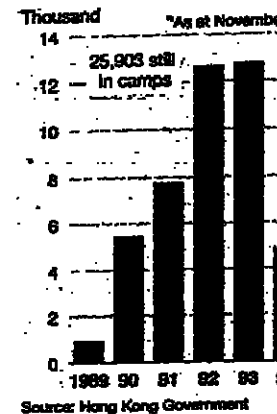
Since June 1988, the basis for detaining almost all Vietnamese in Hong Kong is that they are illegal immigrants awaiting return to Vietnam.

In the case of 126 who volunteered to return, Hanoi rejected the Hong Kong government's contention that they were Vietnamese nationals. Unable to return them to Vietnam, the government had little option but to release them into an open camp.

There are nearly 26,000 Vietnamese people housed in eight "refugee" and "detention" centres in Hong Kong. The government classifies only 1,699 of these as refugees; people with a well founded fear of persecution and therefore deserving of settlement in third countries. These lucky few are preparing for a life in the West.

The rest, numbering some 23,700 and having endured a questionable screening process, are classified as illegal

Vietnamese returnees from Hong Kong



immigrants and detained in closed prison camps pending their return to Vietnam.

The problem for Hong Kong, Britain and China is that there may not be enough time left for these people to be humanely persuaded that their future prospects are brighter in Vietnam than they are in post-1997 Hong Kong.

Mr Brian Bresnahan, Hong Kong's refugee co-ordinator, says the outlook may not be as gloomy as it appears. The reintroduction of "orderly" repatriation should have the effect of stimulating large numbers of

other Vietnamese to return voluntarily, he adds.

The scheme had a powerful effect on voluntary repatriation in the past; he sees no reason why it will not in the future. "In 1991, orderly repatriation was introduced, not to effect the repatriation of migrants back to Vietnam but to show our intention to repatriate in a mandatory way those who did not return voluntarily," he said.

Fighting Mr Bresnahan is Ms Pam Baker, a former government solicitor who resigned in 1992 so she could spend time defending the Vietnamese. This week, Ms Baker, who also heads Refugee Concern, a pressure group, has called on the government to release up to 700 refugees whom she claims will be not allowed back to Vietnam and so are being detained illegally. She has threatened to issue writs of habeas corpus.

The Hong Kong government will vigorously contest any action Ms Baker brings in the colony's courts. Mr Bresnahan denies the government will have to release any more Vietnamese. "We firmly believe no one in our camps is illegally detained," he says.

Meanwhile, the inmates of the camps are restive and the clock is ticking.

Japanese banks go for lotteries

By Gerard Baker in Tokyo

Japan's financial institutions are in the grip of lottery fever. Yesterday two more banks announced the launch of deposits that give savers a chance to win cash prizes. The new accounts seem certain to intensify the competition among banks in an unfamiliar environment, despite the explicit fury of their self-regulatory associations and the implicit disquiet of the Finance Ministry.

Kono Shinkin Bank, a regional credit bank, said it would introduce a lottery account next week. Anyone opening a time deposit of at least ¥100,000 (¥650) will be entered into the annual raffle for prizes up to ¥50,000.

Depositors at Sabae Shinkin Bank will receive a ticket to a local authority lottery with even bigger potential returns.

The moves follow the launch last month of the first lottery account by Johnan Shinkin Bank, the country's largest credit bank.

The National Association of Shinkin (credit) Banks, the self-regulatory body, condemned the account for breaching voluntary rules on the type of cash bonuses its members would offer their customers. The Finance Ministry raised a regulatory eyebrow

and announced an investigation into the new account, but stopped short of outlawing it.

Johnan Shinkin accused the other banks and their association of operating a cartel, and of failing to pass on benefits of last month's interest rate liberalisation to customers.

On Wednesday, Mr Yasushi Mieno, governor of the Bank of Japan, stepped into the row, saying it was important for each bank to work out original ideas on interest rates and give-aways to meet customers' needs in a deregulated financial environment.

But the regulators have also acknowledged the unease felt by some in financial circles about the propriety of banks' offering straight gambling products as part of their normal banking business.

However, the concern now for the authorities is that the accounts have proved extremely popular. It is probably the desire not to incur the wrath of a disgruntled public that has stayed the hand of the Finance Ministry so far. That decision not to rule against the account now seems to have been taken as a signal by other banks that they have the go-ahead to follow Johnan's course, and yesterday's imitations by Kono and Sabae are expected to be followed by many more.

Kuriles row blocks large-scale aid

Russian returns with few gifts

By William Dawkins in Tokyo

Mr Oleg Soskovets, the Russian first deputy prime minister, set off back to Moscow from a five-day visit to Japan yesterday bearing gifts.

The Japanese government considers it discourteous to let official visitors depart without a hand-out, even if they rarely obtain everything they want. At the same time, Mr Soskovets' ears will be ringing with his host's politely couched refusal to be more generous.

Mr Soskovets, the most senior Russian to stage an official visit to Tokyo for just over a year, returns with a mixed bag of useful trade and economic accords, marking slight progress in the two sides' efforts to set their strained relations on a more normal footing.

Yet the Japanese government continued to hold back large-scale bilateral aid, pending resolution of the big outstanding dispute between them: ownership of four islands in the Russian-controlled Kurile group just off northern Japan, seized by Russian troops at the end of the second world war.

Foreign Minister Yohei Kono turned down out of hand the Russian request for aid for the Kuriles. It would have been politically unwise for him to do otherwise, given the passions the islands arouse both in government and opposition.

Russia was equally firm on a Kuriles-related row over the right of Japanese vessels to fish the surrounding waters. Over the past year, 18 Japa-

nese boats have been seized there by Russian patrols, in clashes in which four fishermen have been wounded. Mr Soskovets said he would do his best to avoid a repeat of such events, but warned Japanese fishermen to be careful.

At the previous official Russian visit, by president Boris Yeltsin in October last year, Tokyo was prepared to relax, but not lift, aid restrictions in exchange for talks about the islands. Mr Soskovets said he was ready to talk about the Kuriles, as was Mr Yeltsin, but offered nothing new.

The Japanese package he obtained in return reflects this — a small advance but nothing spectacular. It includes restructuring \$200m (¥180m) of debt to Japanese trading companies and state-controlled Export Import Bank; a small part of Japan's \$5bn private and state credit to Russia.

The delegations agreed to keep talking about another \$1.1bn owed by Russia to Japanese exporters. They will also restart blocked negotiations on a Russian request for official Japanese export credit guarantees for Japanese suppliers of equipment to Lukoil, Russia's largest oil group. Lukoil already has a Japanese-aid package to buy equipment for a field in west Siberia, but the Japanese suppliers want to be sure of being paid.

On top of this comes a series of political accords, for Japan to support Russian membership of the World Trade Organisation, and for establishment of a joint committee to talk about bilateral problems.

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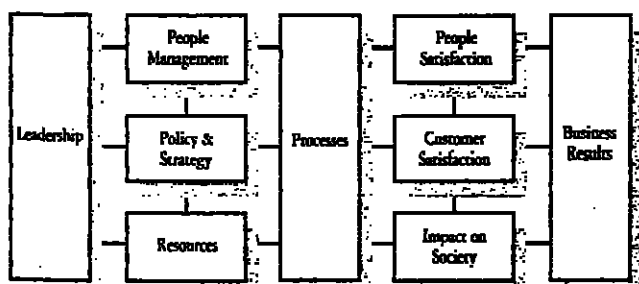
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South Korea cashes in on overseas investors

By John Burton in Seoul

South Korean financial institutions cashed in yesterday as overseas investors responded to the raising of foreign shareholding ceilings by buying their highest one-day total of shares in the country's leading blue-chip companies.

Foreign investors purchased 19.4m shares, far higher than their daily average of 140,000, on the 270,000 shares purchased on the first day the market opened on January 13, 1993. However, the Seoul general index fell 8.2 points to 1066.21 as Korean institutional investors unloaded large num-

bers of stocks acquired in anticipation of the increase in the foreign investment limit to 12 from 10 per cent.

Western securities houses in Seoul have claimed the government's announcement in early October that the foreign shareholding ceiling would be raised on December 1 had given some domestic investors plenty of time to raise share prices, some by up to 30 per cent.

The move provided an opportunity for Korea's troubled financial institutions to reap large capital gains. Banks have been relying on income from securities to increase profits threatened by growing provisions for

non-performing loans.

Investment trust companies are also relying on big gains on the bourse to pay back government loans. Analysts in Seoul have been debating for weeks whether foreign investors would accept the higher prices for blue-chip shares or wait until the market stabilised.

The answer came within minutes of yesterday's opening as the expanded foreign shareholding quota for some of the nation's most favoured stocks were quickly filled. Among stocks favoured were the bourse's star performer Korea Mobile Telecom, and the electronics companies Samsung and

Goldstar, Hyundai Motor, Hyundai Engineering and Construction, and Daewoo Securities. By the end of the day, the foreign calling for 58 of the most attractive issues had been reached.

"If foreign investors have been smart, they would have waited. But it was a question of too much foreign capital chasing too few stocks. Investors decided it would be better to be in them rather than be shut out and pay premiums later" on the unofficial over-the-counter market, a senior official at a British securities house said.

South Korea is considered one of the most attractive markets in Asia

because of its generally moderate price-to-earnings ratios and a booming economy, which is expected to grow by at least 8 per cent this year.

Foreign investors have been preparing for the latest opening during the past few weeks by restructuring their portfolios, including selling less attractive shares.

Analysts now expect a decline in the stock market as foreign investors bide their time in purchasing other stocks. Korean investors will have another chance to take advantage of overseas interest next year when the foreign shareholding limit is raised to 15 per cent.

Ten years on, the fallout from Bhopal remains

Gordon Cramb returns to the site in India of the world's worst industrial disaster

People are our most important assets - their safety and health our greatest responsibility. Occupational injuries and illnesses and accidental property losses are preventable. It is the primary responsibility of the management to define, initiate and maintain actions to prevent such injuries, illnesses and property losses. Good safety and accident prevention practices are good business.

It seemed the very model of a modern multinational. In 1984, releasing that statement of safety principles, Union Carbide of the US was celebrating its golden jubilee in India, where it produced pesticides and Eveready bat-

teries. But ten years ago tonight a tank ruptured, and with it the faith of hundreds of millions of Indians in the superiority of western technology. From its facility in the central city Bhopal, a cloud of poison gas enveloped citizens asleep in the surrounding slums, killing thousands in the world's worst industrial disaster.

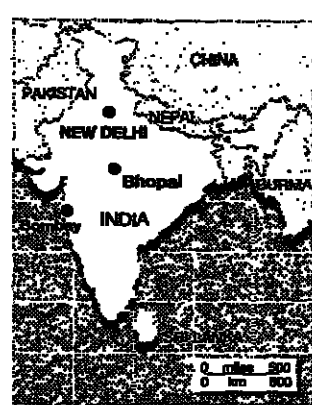
A decade on, with the flow of foreign direct investment into the country doubling year by year, that faith is being rebuilt. The mothballed Union Carbide pesticide plant is meanwhile being dismantled. After years

of wrangling, progress is starting to be made in compensating the victims.

Special courts are hearing applications from those injured and who now suffer lung, eye or nerve disorders or a form of cancer, and from families who lost their breadwinner. Union Carbide's sequestered 51 per cent stake in its local offshoot, which has continued to operate from its other Indian sites, was last month sold to a local business house, and from the funds a hospital is to be built in Bhopal.

But few are happy. Campaigning groups argue among themselves for the right to represent the afflicted. Allegations abound of corruption among medical and legal workers who are said routinely to charge a percentage of any award for processing the documents which claimants need. Research to monitor patients with long-term ailments has been neither systematic nor coordinated. In the absence of postmortem examination reports, the death toll for the disaster remains in dispute, with estimates ranging from 1,500 in its earliest days to one unofficial total of 25,000.

Mr Alok Pratap Singh of the



Poisonous Gas Episode Struggle Front, who was a volunteer relief worker that night, says 7,000 coffins were supplied by Bhopal businesses, with more bodies cremated in shrouds or cast into the river. He says the effects of the leak of methyl isocyanate, an intermediate product which erupted when it came into contact with water, were "like Hiroshima".

"But that was war, not an economic interest. Here a multinational corporation was involved. Now many multinationals are seeking a future in India." The private sector is too protected against actions in

the Indian courts, he maintains.

In 1989 Carbide paid \$470m, less than expected, to settle all the civil suits it faced. Criminal proceedings remain in abeyance. Mr Justice A G Qureshi, the high court judge who is overseeing the 600,000 compensation hearings which started three years later and take place at more than 50 courts, says he proposes to finish in another three years, although he adds: "Nobody believes it."

About 150 people a day form a huddle outside his windowless office to stake their claim. Women in faded floral saris help grizzled old men down the steps after police with rifles turn them away. Campaigners say the judge has established a needlessly legalistic and adversarial procedure; inside, he counters that "it's a messy job" with many spurious applications. He has already approved more than 110,000 awards totalling Rs38m-plus (\$60m). Compensation ranges from Rs25,000 to Rs400,000 per case - large sums for those who until now have been receiving just Rs200 a month in government allowances.

The sale of the shareholding

in Union Carbide India to McLeod Russel, part of a Calcutta tea empire, will raise Rs2.5bn. Among a small number of other potential buyers was thought to have been Ralston Purina, the US food-based group which in 1986 took over Union Carbide's battery operations elsewhere in the world.

What went wrong that night has never been established. The Connecticut-based company still maintains that the cause was sabotage by a disgruntled employee who put water in the tank unaware of what the full consequences would be, but it stops short of naming him. Many Bhopal residents allege that Carbide cut corners, storing an unstable compound rather than converting it directly into a less toxic final product. Similar plants elsewhere in the world have been adapted to minimise the risk of exposure to water.

India has meanwhile enacted an environmental protection law, but concerns remain that it is inadequately enforced. New sites, particularly investments from abroad, receive close scrutiny, but older domestic plants release waste daily into the Ganges.

Bhopal, capital of Madhya Pradesh state, is itself now a relatively prosperous city by Indian standards, in part because of compensation payments but also because the state government has for the past few years striven to attract inward investment.

Mr Digvijay Singh, chief minister, says money can never fully recompense lost lives but adds: "Union Carbide is a multinational operating all over the world. One shouldn't judge its performance because of one accident."

That degree of magnanimity will go down well among potential investors as well as at Union Carbide's Danbury headquarters, which will fly its flag at half mast tomorrow. Mr Robert Berzak, a Carbide director, says the tragedy "served as a catalyst for enormous change" at the company, which no longer makes agri-chemicals. The main lessons he offers for the chemicals industry worldwide: better dialogue with local communities, and continued improvements to operational procedures.

If nothing else, Bhopal showed that a safety manifesto, however nobly phrased, is not enough.

UN chief urges world-wide mobilisation against Aids

By David Buchan in Paris

Mr Boutros Boutros Ghali, UN secretary-general, yesterday called for "world-wide mobilisation" against Aids at a Paris summit where France invited other rich states to follow its lead in pledging more money to fight the epidemic.

Mrs Virginia Bottomley, UK health secretary, expressed her government's support for "this important

event", and said the UK would give an extra £2m over the next three years to international research into Aids and the HIV virus. Total British HIV/Aids spending will reach £230m next year.

The one-day summit ended with representatives of 42 rich and poor countries, including 13 prime ministers, signing a "Paris declaration" designed to give higher political profile to an international fight against

Aids that is often left to specialists.

Mr Edouard Balladur, French prime minister, said the four general goals of the declaration were to "highlight the degree to which the Aids epidemic threatens all of humanity"; to "stress the responsibility of states to every man and woman affected by Aids"; to "commit our states to do everything to treat the sick and guarantee their fundamental rights"; and "undertake to help

developing countries improve their campaign against Aids".

Mr Balladur said France, which co-hosted the summit with the UN's World Health Organisation, would contribute an extra FF1132m (£15.7m) to carry out the declaration's recommendations, such as improved safety of blood transfusions.

Some speakers from non-governmental organisations said yesterday's meeting was only "a tiny step for-

ward", and it was time for politicians "to start moving from intentions to concrete action". One, MRAP, called for France to stop expelling HIV-positive people to third world countries, saying such expulsions amounted "to a death sentence".

Demonstrations by Aids campaigning organisations were held near by. The Eiffel Tower was lit up with red lights, representing the red ribbon symbol of World Aids Day.

INTERNATIONAL NEWS DIGEST

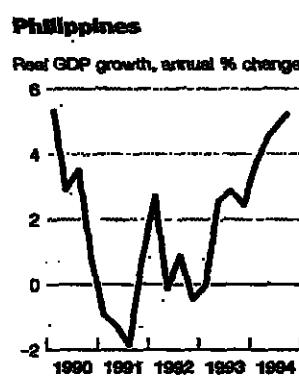
West Bank takes on tax powers

Israel completed the transfer of power in the West Bank to Palestinians yesterday, handing over direct taxation and health following previous transfers of education, tourism and welfare. Economists said transfer of taxation, excluding customs duties, was vital to Palestinian public finances and to achieving the targets of an agreement this week between international aid donors and Palestinian officials to plug a \$125m (\$20m) budget deficit until March 31.

Israel collected an estimated \$80m in income and value added taxes from the West Bank's 1.1m Palestinian population last year, although Israeli officials estimated this represented only 20 per cent of taxes owed. Donors have warned they expect the Palestinian self-rule authority to balance its budget by the end of next March and say they will not fund recurrent expenses beyond that date. Mr Atef Adwaneh, Palestinian finance director-general, urged Palestinians to end their practice of tax avoidance, which had been seen as a legitimate resistance to Israeli occupation. "Taxes are the bridge-price of independence and the key to democracy and participation. Now delay in paying means a delay in building the Palestinian state."

Israel is assisting Palestinians with tax collection in the West Bank and has trained several tax officials and translated tax records into Arabic. The International Monetary Fund and World Bank are also providing technical assistance. Both Israel and Palestinians say the transfer of West Bank power has been considerably smoother than the transition earlier in the year in the Gaza Strip. *Julian O'Sullivan, Jerusalem*

Philippine growth rate quickens



Source: Datastream

The Philippines' gross national product rose by 5.9 per cent in the third quarter of the year on sharply higher farm output and accelerated growth in industrial activity, the government announced yesterday. The growth rate was the highest since the third quarter of 1990 and brought growth in the first three quarters to 5.5 per cent, compared to 4.3 per cent in the period last year, said the National Economic and Development Authority. Gross domestic product, which excludes capital inflows and remittances from Filipinos employed abroad, grew in the third quarter by 5.1 per cent, up from 2.7 per cent a year ago. The improved performance bolstered government hopes for full-year 1994 growth of up to 6 per cent, from last year's 2.3 per cent. *Jose Galang, Manila*

Inflows spur China's inflation

China said a record inflow of foreign capital had fuelled inflation and admitted to poorly managing the influx. "This year we did not sufficiently prepare for managing this huge inflow of foreign capital," Mr Xie Ping, deputy director of the policy and research department of the People's Bank of China, wrote in an analysis in the Financial News.

China's net inflow of capital amounted to \$23bn in the first 10 months of 1994, with foreign investment comprising \$22.7bn, Mr Xie said.

Chinese leaders repeatedly cite foreign investment figures as proof of the success of their socialist market reforms, and boast of their aim to overtake the US as the world's top destination for inward investment. China says it now ranks second only to the US as a target for such investment. Much of the foreign money flowed into real estate and capital construction, whose 40.4 per cent annual growth in the first 10 months was a main cause of inflation, Mr Xie said. *Reuter, Beijing*



There was a time when your business risks were clearly defined and routinely covered by your insurer. Nowadays, the implications of oil spills, pollution or natural disasters can be devastating, may even stop a company in its tracks. Traditional insurance thinking is not enough today. Only a financially strong global insurance group that thinks ahead can do what is called for: Know your business, initiate joint risk analyses, tap a wealth of experience from around the world, thus giving meaningful assistance in managing your risks, rather than just insuring them. After all, you benefit much more from losses prevented than losses compensated. So, incidentally, do we.



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NEWS: THE AMERICAS

Foreign-trained economists extend their grip on the levers of power in Mexico

Zedillo promises fresh drive for peace

By Ted Barakats and Damian Fraser in Mexico City

Mr Ernesto Zedillo, the new president of Mexico, yesterday promised to open new negotiations with armed rebels in the troubled southern state of Chiapas and pledged the armed forces would maintain their unilateral ceasefire in the conflict.

"There will be no violence from the government and I trust there will be none from those who have dissented," said Mr Zedillo in his inaugural speech after he received the traditional red, white and green presidential sash and a big bear-hug from outgoing president Carlos Salinas.

Mr Zedillo also announced he would introduce constitutional amendments "as the first step to deeply reforming Mexico's 'very deficient' judicial system. The president dedicated much of his 45-minute speech to attacking corruption and impunity from prosecution. He promised to lead a government whose guiding principle would be "the rule of law".

One of the government's first judicial commitments would be to "fully clarify" the assassinations this year of the ruling party's first presidential candidate Mr Luis Donaldo Colosio and party secretary general Mr Francisco Ruiz Massieu, Mr Zedillo said.

While economic growth and income redistribution would be a priority, Mr Zedillo stressed he would maintain "strict discipline on prices", arguing that growth with inflation would "destroy" the successful structural changes undertaken under Mr Salinas.

Nevertheless, Mr Salinas was indirectly criticised, as Mr Zedillo painted a stark picture of the political, economic and social problems he was inheriting. On political reform, Mr Zedillo said he would work to make the 1997 mid-term elections unquestionable by working for a "definitive" political reform, including party financing and spending, media access and autonomy of the electoral authorities.

Mr Zedillo's cabinet, announced on Wednesday, shows foreign-trained economists who rose to prominence



Outgoing President Carlos Salinas (right) welcomes Cuba's President Castro to Mexico City

under Mr Salinas extending their grip.

Overall, 13 of the 19 principal cabinet ministers have postgraduate degrees from foreign universities. Many, including Mr Guillermo Ortiz at communications and transport and

the president's chief of staff, Mr Luis Talles, have economics PhDs from leading US universities.

So do two prominent non-cabinet members, Mr Carlos Ruiz and Mr Rogelio Gasca, new heads of Petróleos Mexi-

nos and the Federal Electricity Commission respectively. The proliferation of technocrats, committed to free-market economic reforms, has led to criticism that the cabinet lacks political experience, and is too narrow in its background.

Some observers predicted that old-guard politicians left out of the government by Mr Zedillo, who himself has an economics PhD from Yale University, might cause trouble down the road.

The decision to break with tradition and select Mr Antonio Lazcano, a member of the opposition, as attorney general, and to appoint two ministers (environment and health) with no party affiliation, was well received yesterday.

However, the incorporation of Mr Ignacio Pichardo, the former president of the ruling party, who is alleged to have blocked the investigation into the assassination of Mr Ruiz Massieu, was sharply criticised by the opposition.

Another official allegedly involved in blocking the investigation, Ms María de los Angeles Moreno, was expected to be named president of the PRI tomorrow. Both officials vigorously deny the charges.

Mr Ortiz, the former deputy finance minister, is likely to loosen further rules limiting private investment in public infrastructure in his new post. Editorial comment, Page 15

AMERICAN NEWS DIGEST

Manufacturing activity on rise

US manufacturing activity continued to expand rapidly in November with production hitting its highest level for 11 years, the National Association of Purchasing Managers reported yesterday. The NAPM index rose to 61.2 per cent from 59.7 per cent in October, while the association's production index climbed to 65.7 per cent from 64.2 per cent in October.

Mr Ralph Kauffman, manager of procurement at Oryx Energy and chairman of the association's business survey committee, said the advance was spread across all but three of the 20 industrial sectors. The strongest growth was in printing and publishing, paper, furniture, leather, petroleum, plastics and rubber and transportation equipment industries.

The NAPM index of prices paid to suppliers fell in November, but this was a result of seasonal adjustment factors. Mr Kauffman said all 20 sectors were still reporting higher prices. George Graham, Washington

Brazil finance minister chosen

Mr Fernando Henrique Cardoso, Brazil's president-elect, has chosen central bank governor Mr Pedro Malan to become finance minister when he takes office on January 1. The choice of Mr Malan suggests the economic team which will see this year's launch of Brazil's new currency, the Real, will remain largely intact, although in different posts, following the change of government.

Before taking over the central bank, Mr Malan was Brazil's foreign debt negotiator and oversaw much of the detailed discussion for this year's \$49bn foreign debt restructuring. Mr Malan is a strong advocate of the Real and is known to favour a more independent role for the central bank.

Mr Cardoso is thought to want Mr Persio Arida, one of the main economists who planned the Real, to take over at the central bank. Angus Foster, São Paulo

Tough Canadian gun controls

Canada's Liberal government plans to require all gun owners to register their weapons as part of proposed gun-control legislation which it claims would be among the strictest in the world. The proposals have provoked an outcry from hunters and the well-organised gun lobby. They also include an outright ban on most types of military-style rifles and short-barrelled hand guns. Sentences for crimes involving guns would be significantly stiffened. The authorities would also gain extra powers to curb weapons smuggled into Canada from the US.

Public opinion is strongly in favour of tighter controls, following several well-publicised murders which have dented Canada's reputation as a non-violent society. Mr Allan Rock, justice minister, said Canada should not become a US-style society where many people own guns for self-defence. Bernard Siman, Toronto

Jobless up in Latin America

Job growth in Latin America and the Caribbean cannot absorb the rapidly expanding labour supply in the region and unemployment is expected to rise slightly this year, the International Labour Organisation says. An ILO study on the impact of economic adjustment programmes from 1990 to 1993 in the region says unemployment is expected to reach 6.5 per cent this year, compared with 6 per cent in the period studied. Growth in the labour supply is estimated at 3.5 per cent this year because of a rise in the urban workforce, while jobs are projected to grow by 2.7 per cent. Reuter, Lima

US Court ponders congressional term limits

Jurek Martin on the constitutional implications of the move to end cosy Washington incumbencies

It is rarely easy to read the mind and balance of the US Supreme Court. For 90 minutes in a packed court room on Tuesday morning the nine justices were even more inscrutable as they engaged in oral arguments over what is probably the most important constitutional case they have agreed to take on in their current session, and one of the hottest political issues in the country.

At stake is whether individual states may limit the number of terms their members of Congress may serve in Washington. The case before the bench follows an Arkansas referendum in 1992 which voted 60-40 per cent in favour of ceilings of three two-year terms for members of the House and two six-year periods for senators.

Term limits are at the top of the conservative populist agenda. Starting with Colorado in 1990, variations on them have been approved by 22 states, but no federal law exists

and no member of Congress has yet reached the allotted span. The Republican mid-term election manifesto - the "Contract with America" - commits the party to propose a constitutional amendment making term mandatory. The Clinton administration opposes them.

In agreeing to hear the Arkansas case, the Supreme Court, in effect, took pre-emptive action. Its final ruling, probably next June, may be based more on written briefs than oral arguments but, on Tuesday, four lawyers, two from each side, appeared in front of the bench to make their cases and be questioned by the justices: in practice they rarely completed more than three consecutive sentences before finding themselves on the receiving end.

The questioning revealed very little of how the Court might eventually divide. Every justice except Clarence Thomas spoke. The newest member,

Stephen Breyer, held his fire until towards the end before letting loose a volley of well-rounded questions. If Antonin Scalia, quick as a cat with his wit, and John Paul Stevens were the most voluble in their interjections, the other five, including Chief Justice William Rehnquist, were hardly less reticent.

A principal duty of the US solicitor general - now the urbane Drew Days - is to argue cases before the Court and some private lawyers, such as Mr Joel Klein, currently deputy White House legal counsel, have made careers in this most daunting of legal environments. This has not been the experience of J Winston Bryant, the Arkansas attorney general, appearing for term limits. He seemed a little over-awed by the occasion and the sharp interrogation to which he was subject.

Much of this centred not on the perceived modern evils of entrenched incumbent politicians. Instead it focused on what the Founding Fathers - principally Thomas Jefferson, James Madison, John Adams and Alexander Hamilton - meant at the constitutional convention of 1787 and subsequently when they established simple criteria of citizenship, age and residency for elected officials.

The question most exercising the justices was whether this precluded states from setting other qualifications. Justice Ruth Bader Ginsburg half-suggested that state prerogatives may be limited, in the words of the constitution, to providing the "time, place and manner" necessary for fair elections.

But Justice Breyer, noting one Californian legal precedent, said that if party membership or a minimum period as a registered independent could be considered a legitimate qualification for a congressional candidate, then it logically could follow

that term limits were also acceptable.

The term limit lawyers insisted Jefferson envisaged a "voluntary rotation" of members of congress. But the other side invoked Madison and Hamilton as implicitly rejecting term limits because it infringed, in Madison's words, "the indisputable right of the people to return whom they thought proper".

The irony of this most important case is that the fault which term limits are designed to redress - the cosy existence in Washington of incumbent politicians - has been in good measure remedied by the last two elections. When the next Congress convenes in January, only about half its membership will have served six years.

No wonder those that remain, including many Republicans in the Senate, doubt it is necessary to go further. The Court could settle the matter either way.

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Tokyo move on Uruguay Round

VW claims that around 100 components licensing and know-how agreements and 40 joint ventures have been established in China, since it began local production, and that another 30 joint ventures are now under negotiation.

Novo Nordisk, the Danish pharmaceuticals producer, hopes to be able to begin commercial sales of its growth hormone in the US early next year. This statement was made after the US International Trade Commission dismissed complaints by Genentech, the US bio-tech group, that Novo Nordisk's product infringed Genentech patents. The Danish company said it already marketed the growth hormone, known as Norditropin in 50 countries. *Hilary Barnes, Copenhagen*

Statoll said the deal was one of the world's largest steel orders this decade and the biggest ever from the Norwegian offshore sector. The order comprises 1.5m tonnes of steel pipe to be supplied by producers in England, Italy, France, Germany and Japan between 1986 and 2000. European steel producers have won about Nkr600 worth of orders and Japanese producers an estimated Nkr300 worth.

Mr. J. Owe, vice president of the Norwegian Steel Association, said the deal was as big as any steel order in the world.

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and the Caribbean nations
short supply in the region, says
the study this year. The
study says. An ILO study of the
region from 1984-1985
and is expected to reach 10
in 1990 and in the period
study is estimated at 10 per
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ITALIAN PACKAGING MACHINERY INDUSTRY

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THE REASONS OF A LEADERSHIP

Italian packaging machines are in use in over 150 countries, mostly in European markets, the U.S. and Japan, as well as in the newly industrialised countries of Asia. Also of special importance is the use of Italian machines in countries striving to improve their living standards, from the CIS to the other nations of East and Central Europe, as well as China, Latin America and the more developed industrial regions of Africa. Today one out of four packaging machines on the international market is made in Italy.

A successful tradition. The reasons for this success can be traced within its historical and geographical roots. The first businesses were formed in Bologna at the beginning of the 19th century. As true pioneers, the first industries were well ahead of their time in identifying two fundamental demands of the market: the strategic importance of packaging in the market of products of large consumption; and the need to adapt packaging machines to fit the particular requirements of each customer.

Customisation. On the basis of this tradition, the Italian packaging machinery firms offer a complete range of products on the world market. The systems and the machines they plan are tailored-made to fit specific customer needs, using innovative technology and new materials at every level of the production process. Furthermore, the highest levels of service are guaranteed by a continuous and stable contact between producers and customers.

Non-stop research. The major part of the people working in the Italian packaging machinery sector is employed in research, development and maintenance.

They work on two fronts. On one side they develop an increasing number of complete and automated lines. On the other side they create user-friendly machinery which requires less maintenance and can be integrated into the users already-existing production and inspection systems. According to a survey carried out by the Harvard Business School, Italian packaging machinery is an "happy combination of artistry and technology".

Competition and competitiveness. The Italian packaging machinery sector is mainly composed of small and medium sized companies. So competition is very

strong and represents a continuous stimulation for the improvement and innovation in products and services, customer orientation, flexibility and good quality-price ratio. This is the basis for the competitiveness of the sector on the worldwide market. Such a simple and, at the same time, sophisticated structure quickly became a strong success factor when Italian entrepreneurs began to cross over the frontiers. Export has become so important that Italian packaging machinery industry is going to achieve a position of leadership on worldwide market.

The trend of the Italian industry of packaging machinery (value in million U.S. dollars)

	1992	1993	Δ % 93/92
Turnover	1,621	1,824	+ 12.5
Export	1,123	1,494	+ 33.0
Deliveries on the Internal market	498	330	- 33.6
Import	178	203	+ 14.3
Domestic consumption	676	534	- 21.0
Trade balance	945	1,290	+ 36.5
Import / Domestic consumption	26.3	38.1	
Export / Turnover	69.3	81.9	

Source: UCIMA - The Italian Packaging Machinery Manufacturers' Association - Economic Studies Bureau

ITALIAN PACKAGING MACHINERY: NON STOP GROWTH.

"We can look at the future very optimistically," said Mr. Giancarlo De Martis, president of UCIMA (the association representing Italian packaging machinery manufacturers).

In 1993 over 300 companies producing packaging machinery in Italy registered a growth in export of 33% compared to the previous year, and the impact of sales on turnover increased from 69.3% to 81.9%. "While other countries such as Germany, France and Switzerland reported a decrease in terms of turnover - said Mr. De Martis - the Italian packaging machinery industry seems to be launched towards a continuous growth. With no doubt the readjustment of Lira has been helpful, but the most important role in such a success has certainly been played by the pursuit of a policy of high technology and customer satisfaction".

An in-depth look. Export in 1993 represented 81.9% of the total production of Italian packaging machinery and in the same year balance of trade registered over 1.3 billion dollars (about 70.7% of the total turnover). Obviously the EC is the primary market for Italian packaging machinery export with a share of 39.2% and with a growth rate in 1993 of 20.4% compared to 1992. The German market remains the most important (+13.1%), followed by the U.S., France, U.K., and Spain. Export also increased in the Eastern European market particularly in Poland and CIS in Latin America (particularly Mexico, Argentina, Chile and Brazil), China and South-East Asia.

A "memorable overtaking" of the competitors was then achieved in Japan where Italian machineries represent 35% of the total of foreign machineries sold there.

A strategic development. The strong position of the Italian packaging machinery industry is now going to be consolidated with an outreach visibility plan that UCIMA (the association representing Italian packaging machinery manufacturers) is implementing. The core of this plan is the creation of the Italian Packaging Points in Hong Kong and Mexico City (and so, at the gateways to the most strategic markets: the Far East and Latin America). These "IPPs" will support all the initiatives of Italian packaging industry (i.e. the "Italian Packaging and Process Machinery Exhibition" that will be held in Beijing in March 1995), and, most of all, will manage all the communication to the Far East and Central-Southern America. "The Far East and Latin America," declared Mr. De Martis - thanks to the development they achieved in the last years will be the big "chances" for Italian packaging machinery industry". The Italian manufacturers of packaging machinery have already achieved good results, much more valuable considering the fact that, in many cases, there was no advantage coming from the devaluation of the Lira. "So," declared Mr. De Martis, the consolidation of the Italian packaging machinery industry in these "relatively" emerging markets, represents the last frontier to worldwide leadership".

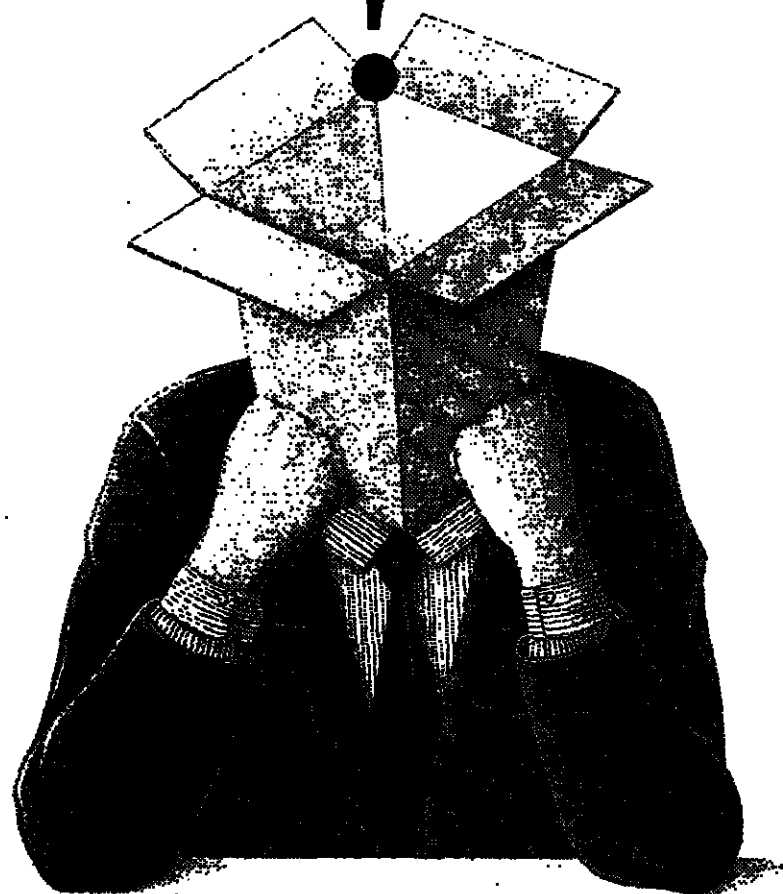
Trade balance with major partners (value in million U.S. dollars)

Italian Export to:		%	Balance '93
Germany	172	10.30%	97
U.S.A.	160	9.59%	139
France	153	9.17%	136
United Kingdom	127	7.61%	116
Spain	72	4.31%	67
Japan	65	3.89%	59
Switzerland	50	3.00%	20
Netherlands	23	1.38%	10
Austria	18	1.08%	10
Sweden	14	0.84%	2
Other countries	815	48.83%	797
Total	1669	100.00%	1449

Source: UCIMA - The Italian Packaging Machinery Manufacturers' Association - Economic Studies Bureau

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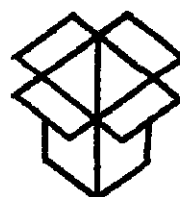
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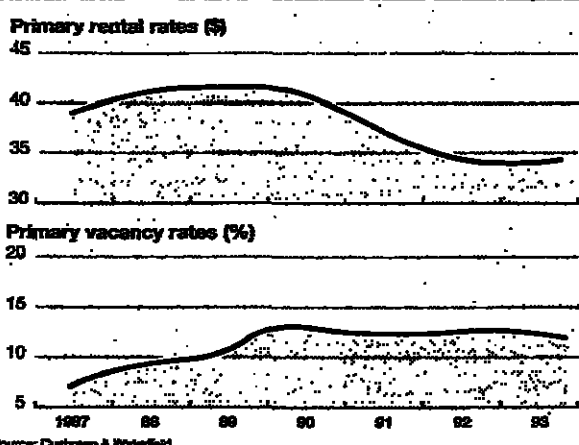
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PEOPLE

Manhattan pick-me-up

Is the construction cycle turning, asks Richard Waters

Midtown Manhattan: positive signs



Cranes are a rare sight in Manhattan these days. No new office buildings have been started in several years. None has been completed this year, and there were only two completions last year. But in 12 months, the long metal arms may once again begin to claw their way between the towers of midtown.

Is Manhattan ready for new office construction? The first big hole in the ground could come courtesy of Mr Howard Ronson, cousin of UK businessman Mr Gerald Ronson, who is proposing to construct a 800,000 sq ft tower on a site between Madison and Park avenues. After their experience of the 1980s, lenders are said to be holding back on the project finance until enough prospective tenants have signed up. Is the construction cycle turning?

After the beating the rental market took in the 1980s, there are signs that the sector is picking up - in midtown, at least. While the downtown office market, with a vacancy rate of more than 20 per cent, still faces some acute problems, the overall vacancy rate in Manhattan's bigger and more active office market has been edging down since last year, and now stands at about 13 per cent. Also, rents are showing signs of picking up from the bottom they touched during 1992 and last year.

These turnarounds hardly look significant. As the accompanying charts indicate, there is plenty of lost ground to make up after the slide in rents since the start of the decade, and much of the new office space that came on the market at the end of the 1980s has yet to be absorbed. But these overall figures do not tell the full story.

First, space. "The headline [vacancy] rate still looks comparatively high," says Mr Murray Keith, managing director of Baring Advisors, the real estate arm of Barings, the investment banking group. "But quality space of over 50,000 sq ft is getting difficult to find."

That is a sentiment echoed by most other real estate professionals in New York this year. Manhattan's archetypal tenant - a bank looking for high-quality space with ample room for large trading floors - is experiencing increasing difficulty in finding the right accommodation.

The headline figures on rents also tell only a small part of the story. More important than

changes in basic rent levels in the past 18 months has been a steep fall in the concessions that landlords have had to offer to attract tenants, says Mr Josh Kurloff, a director of Cushman & Wakefield, a New York real estate company. Rent-free grace periods have fallen from an average of 12-18 months to 6-12 months, he adds. Also, the money landlords need to spend on construction or improvements before a tenant moves in has fallen from about \$50-\$60 a sq ft to \$30-\$40.

It is not difficult to see what lies behind these trends. New York city's economy is still emerging fitfully from recession. The number of jobs available, for example, only began to increase this year. The financial services industry, however, has been enjoying a healthy period. Many of the new tenants of recent months have been banks expanding or shifting part or all of their operations to new premises as their old leases expire (including Bear Stearns, S G Warburg

Tenants can often move to superior quality space in better locations at less rent than under old leases signed during the boom years in the 1980s. What of demand for midtown office space in 1995 and beyond? The investment banking industry, for one, is just entering a period of uncertainty. Few expect an early return to the soaring financial markets of 1993. That has a knock-on effect on demand for accounts, lawyers and other associated services.

At the same time, some financial services businesses - including Swiss Bank Corp and MasterCard - are planning to move most of their business out of Manhattan altogether. SBC is drawn by the prospect of purpose-built trading floors in relatively low-cost Stamford, Connecticut. Such plans stir memories of the 1980s, when New York lost companies such as Exxon, Mobil and J C Penney - though some other financial companies which have

talked of leaving in recent years have decided to stay, often after extracting tax concessions from the city.

All of this suggests that demand is unlikely to soar. And in the background is the threat that US companies will continue to shrink their overall need for office space, finding better or more efficient ways of running their operations (aided by advances in information technology).

With these cautions, it seems that demand is set to remain steady for the foreseeable future - while supply, in the shape of Mr Ronson's development and others, will take time to hit the market. That implies a further firming of rents, though nothing significant.

The investment market, meanwhile, has been gathering its own head of steam. With few big properties on the market, prices for those that are being sold have climbed. Bestmans, the German publishing group, bought 1540 Broadway in 1992 for less than \$150 a sq ft, the first big transaction of the decade. Since then, prices have risen past \$200 a sq ft - the price paid for an IBM building earlier this year - to touch \$250 (near the level reached for the Metropolitan Tower and, more recently, a small 80,000 sq ft building on Fifth Avenue owned by the UK's National Westminster bank). The last time prices hit \$250 a sq ft was in 1988, says Mr Woody Heller, director of investment sales at surveyor Jones Lang Wootton USA.

The Chase Manhattan building at 410 Park, which is being sold through JLV, is probably the only midtown property of any size to have come onto the market recently. This year, there have been 15 sales, compared with 13 last year and 12 in 1993, says Mr Heller.

This is a long way from the frenzy of the mid-1980s. And while the real estate market bubbles with talk of an influx of south-eastern investors - mainly from Hong Kong - it is notably less frenetic than the last eastern invasion from Japan during the 1980s. The greatest symbol of that era, the Rockefeller Centre, 80 per cent of which was bought by Mitsubishi in the mid-1980s, faces an uncertain future. Mitsubishi warned last month that it may not pay the interest on the \$1.3bn mortgage on the property. And if Mitsubishi eventually sells, says one investment manager, then it could provide an excuse for other Japanese owners to retreat as well.

Engineering a move north

ScottishPower has selected Ian Robinson, chairman and md of Trafalgar House's engineering division, as its new ceo to succeed Ian Preston.

Robinson, 52, will move from running the biggest division of Trafalgar House, with sales of \$2.3bn and 20,000 employees, to a utility which turned over \$1.5bn last year and has fewer than 8,000 people.

Robinson has run Trafalgar House's engineering division since 1992, having joined the group through its subsidiary John Brown. He graduated in chemical engineering at Leeds University before working for the engineers Kellogg and later Ralph M. Parsons. At Trafalgar House's engineering division, he rationalised John Brown, Davy and Trafalgar House Off-



shore. The company yesterday indicated that it was sorry to see him go but that his wish to run a plc in the FT-SE top 100 was understandable. Robinson, who is from the

north east of England but married a Scot, will join ScottishPower early next year. Preston, 61, will become deputy chairman until he retires next July. His departure removes the company's last executive director to have spent substantial parts of his career with the company when it was in the public sector as the South of Scotland Electricity Board. ScottishPower chose Robinson in preference to the main internal candidate, Duncan Whyte, chief operating officer and former finance director. Another contender for the post of ceo, Michael Smith, left in August to run a new utility business being set up by Fletcher Challenge, one of New Zealand's largest conglomerates. *James Buxton*

Gavin Laird joins EIT

The 105-year-old Edinburgh Investment Trust has made a bit of history by becoming the first big investment trust to put a trade unionist on its board of directors.

Gavin Laird, 61, general secretary of the Amalgamated Engineering and Electrical Union, will pick up around \$7,500 for attending six board meetings a year of Scotland's biggest investment trust. The Earl of Eglinton and Whitton, EIT's old Etonian chairman, says that Laird will provide "an additional perspective on developing trends within the UK economy".

Earlier this year Laird was involved in a controversy when the government refused to extend his appointment as a director of the Bank of England. He had been appointed to the Bank's governing body in 1986 by Lady Thatcher, the prime minister of the day. Although Eddie George, the governor of the Bank of England, had pressed for his re-appointment, the government decided against giving him a third term - thus breaking the tradition of having a trade unionist on the Bank's board.

However, Laird's appointment to the board of EIT suggests that in Scotland, at least, he is now regarded as an establishment figure. He is already on the boards of Scottish Television, GEC Scotland and Britannia Life and Laird now joins a board which until recently boasted one Earl, a Lord, a couple of knights, and four commoners. *William Hall*

Bodies politic

The Royal National Institute for Deaf People, one of Britain's leading welfare charities, yesterday gained its first deaf chief executive.

Doug Alker, 54, the RNID's research and development director, was appointed following a powerful campaign mounted within the charity for the top post to go to someone suffering from deafness. The new chief executive is profoundly deaf - British sign language is his first language. Alker went to the RNID in 1987 following a career in industry. He was for nearly 20

years an experimental officer at ICI, and before that an analytical chemist with Pilkington. Other activities have included being a semi-professional football manager.

There are 7.5m deaf, deaf-blind and hard of hearing people in the UK, and Alker says his vision for the millennium is "a country where deaf people are no longer treated as second class citizens, have full access and are able to participate fully in society".

The RNID chief executive post became vacant with the appointment of Stuart Etherington to be director of the National Council of Voluntary

Organisations. Alker and Etherington share the distinction, still relatively rare among voluntary sector managers, of holding MBAs. *Alan Pike*

Gerald Dennis, chairman of Alexandra Workover and Domino Printing Sciences, has been appointed a joint vice-chairman of GREAT BRITAIN SPORTS COUNCIL. Paul Malbolland, a director of Transco, part of British Gas, has been appointed chairman of NEIGHBOURHOOD ENERGY ACTION, the charity which helps low-income households to improve energy efficiency.

AA marks Geoff Bruce's card

While AA insurance continues its job-shedding exercise, its companion operation - AA Financial Services - is gearing up to expand and improve its services and products. To oversee this task, Geoff Bruce has been headhunted from Visa International, the card payment organisation, to become director of AA Financial Services.

Bruce, 43, had been at Visa since 1990, with responsibility for developing products in Europe, the Middle East and Africa, and sounds pleased to have escaped to more direct contact with customers.

"Visa is a membership organisation, its members are banks and you're dealing with them on a bank-to-bank footing," he says. "Here, you're



dealing with people: it's more on the frontline."

Having become an AA member himself on taking up his post last month, his mission now is to extend the financial services operation's reach further into the 4m personal mem-

bers of the AA, and to develop further the instalment credit schemes, Visa cards and loan accounts AA already offers.

Both he and Mark Wood, who runs AA's insurance, financial services and retail arms, plan to extend operations into new areas, such as motor finance. "So long as we always recognise that the core of the relationship with the AA member is the road service, and associate other activities very closely to that, then I think the member will see an integrated value in the services we provide," he says. *Alison Smith*

Jim Dickie has been appointed executive vice-president for delivery systems at VISA International Europe, Middle East and Africa region.

The new senior partner of the UK firm of Ernst & Young is to be Nick Land (below). He will take over when Elwyn Ellidge retires next July. Land, 48, has been managing partner of the UK firm since 1982, having become a partner in 1978.



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COMPANHIA PARANAENSE DE ENERGIA - COPEL, informs that an international bidding is open for design, supply, shipment, erection supervision and operation start-up of four (4) Francis vertical type Turbines, 315 MW each, with Digital Type Governors, Electronic Devices and Main Supervisor Panels for the Salto Caxias Powerplant, located at Capão Lindo, Paraná, Brazil. The Bids Documents will be available to bidders from November 28th, 1994 to January 15th, 1995 against payment in Brazilian currency of R\$ 150,000 (one hundred fifty thousand), at the following addresses:

Superintendência de Obras de Geracao
Rua Voluntários de Patria, 233 - 5º andar - sala 504
60030-000 - Curitiba - PR
Telefones (55-41) 332-1212 - 332-1212 - 332-1212 - 332-1212
Telex (55-41) 331-3265

or
Escritório COPEL/São Paulo
Alameda Santos, 1800 - 14º andar - conj. 14B
01418-200 - São Paulo - SP
Telefones (55-11) 289-1431

At the time of Bid Documents purchase, all companies shall present a letter containing their complete mailing address.

The receipt of Pre-qualification and Bid Documents is scheduled for March 1st, 1995 at 3:00 pm, at COPEL's office meeting room in Curitiba, 233 Voluntários de Patria Street, 5th floor.

The Bidding will be ruled by Law No. 8666, dated June 21, 1993, with alterations introduced by Law No. 8883, dated June 8, 1994 and by other conditions stated herein and in the Contract Documents.

eng. JOÃO CARLOS CASCAES
GOVERNO DO ESTADO DO PARANÁ
GOVERNO DO ESTADO DO PARANÁ

LEGAL NOTICES

ORIENTAL CREDIT LIMITED (in Liquidation)

NOTICE OF BAR DATE FOR FILING CLAIMS AND PROCEDURE THEREFOR

NOTICE is hereby given that, pursuant to an Order of the High Court of Justice, Chancery Division, Companies Court (the "Court") dated 21st November 1994, the Court has set 21 days from advertisement as the last date upon which claims may be filed (the "Bar Date") against ORIENTAL CREDIT LIMITED ("OCL") which is in liquidation proceedings in the Court under the English Companies Act 1985. All holders of claims of whatever character whether secured or unsecured, liquidated or unliquidated, fixed or contingent against OCL arising before 27th October 1988 must file them according to the procedures described below no later than the Bar Date in order to receive any distribution from the assets of OCL. IF YOU ARE REQUIRED TO FILE A CLAIM BUT DO NOT DO SO IN THE MANNER AND TIME PRESCRIBED, YOUR CLAIM WILL BE FOREVER BARRED. YOU WILL NOT BE ENTITLED TO ANY DISTRIBUTION ON THAT CLAIM, AND YOU WILL RECEIVE NO FURTHER NOTICES REGARDING YOUR CLAIM.

1. OCL'S BUSINESS - OCL carried on business as a bank and was engaged in providing a wide range of banking services.

2. PROCEDURES FOR FILING CLAIMS AND LATEST DATE FOR RECEIPT - All holders of claims must file a claim on the requisite Proof of Debt form only (copies of which are available on request from Touche Ross at the address and reference shown below). The Proof of Debt form must be received by no later than 5 pm on 21 days after date of advertisement, 2nd December 1994, at the following address:
Touche Ross & Co., PO Box 810, Cedric House, 8-9 East Harding Street, London EC4A 3AS. Ref SES/HWM.

3. FURTHER INFORMATION - If you have any questions about this notice or the procedures for filing a claim, you may contact Touche Ross & Co. by mail or by telephone (during the hours of 10.00 am and 5.00 pm London, England time, Monday through Friday) at the following address and telephone number:
Touche Ross & Co., PO Box 810, Cedric House, 8-9 East Harding Street, London EC4A 3AS. Ref SES/HWM. Telephone: 071 936 3000. (Contact: Mr M. Brewer).

THE HIGH COURT OF JUSTICE
CHANCERY DIVISION
IN THE MATTER OF
PAULINE HOLDINGS LIMITED
AND
IN THE MATTER OF THE
COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice (Chancery Division) dated the 10th day of November 1994 confirming the reduction of the share capital of the above-named company from £1,725,000 to £1,725,000 was registered by the Registrar of Companies on the 23rd day of November 1994. Dated this 1st day of December 1994.

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Solicitors for the above-named Company

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Gavin Lait

The 103-year-old Investment Trust has a big investment in the UK's first trade union.

Gavin Lait, 61, was chairman of the Investment Trust for 10 years. He was also a director of the company.

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Tim Dickson on an award which aims to create TQM role models

TNT time for quality

Large lorries trundled down the ramp at Wapping, Rupert Murdoch's east London printing site and cradle of a Fleet Street revolution nine years ago. Cameras whirled, pickets shouted night after night.

For many people in Britain the image of TNT Express (UK) - the Australian-owned group which operated those vehicles - is still defined by those events. This week, however, the logistics and supply-chain management company earned a new and less controversial reputation as a paragon of British quality.

Along with Rover Group, TNT was announced joint winner on Wednesday night of the UK's first Quality Award, launched earlier this year to recognise outstanding business performance through the application of Total Quality Management principles. Avis Rent A Car, BT Northern Ireland and ICL's Customer Service division were also shortlisted.

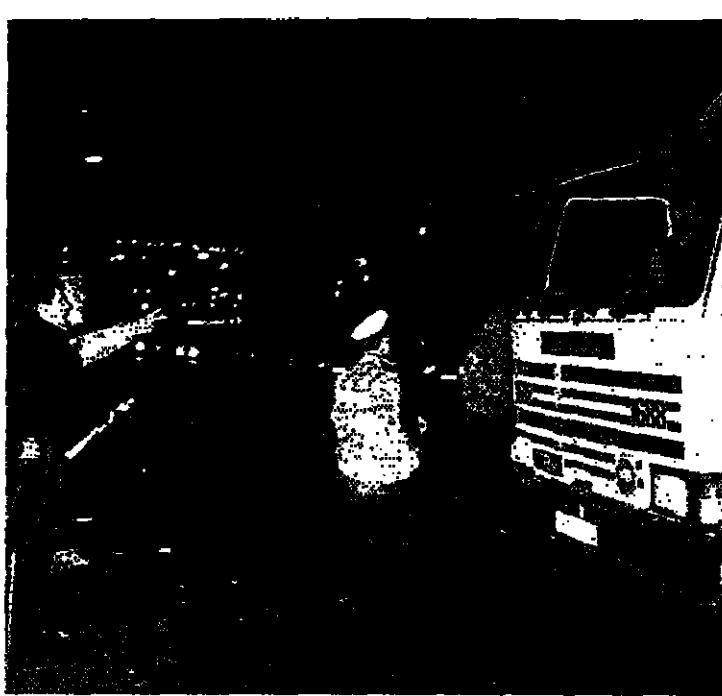
The prize's objective is identical to the European Quality Awards and the US Baldrige Awards which have both sought in recent years to create TQM role models.

The UK competition, and the more than 300 business people who packed a central London hotel for

the award ceremony, bear witness to the continuing appeal of TQM more than 40 years after its "invention" by two American lecturers working in Japan. TQM may be less fashionable than business process re-engineering but it is still widely considered to have high potential to transform organisations by putting the spotlight on customer and employee satisfaction.

Over the next few months TNT chief executive Alan Jones and John Towers, his opposite number at Rover, will find themselves at Quality conferences and seminars up and down the country explaining why their programmes have produced results, thus inspiring others who have been less successful.

TNT, which delivers 90 per cent of Britain's national newspaper tonnage from a standing start in 1965, began its Total Quality initiative in 1988. "Our whole philosophy is that we want to help our customers sell more of their products: in doing that so we sell more of our freight," explains Jones. He cites as an example TNT's suggestion that newspapers discontinue the age-old practice of individually labelling each newspaper's package - a change which helped cut transit times by one hour.



Hard times: TNT lorries faced angry pickets at the Wapping plant

Network News

Rover believes it has demonstrated the value of TQM in the way it has bucked the recession in the European motor industry. Product quality improvements, for instance, have substantially reduced warranty costs while external surveys have tracked an improving trend in customer satisfaction.

Towers says TQM is "not like a package of pills you pull off the shelf, and take with a glass of water three times a week". He cites the importance of top-level leadership, the establishment of a vision which individuals can identify with across the company, and the creation of what he calls a "compelling need". He suggests British companies are good at "pulling themselves back

from the brink" but less inspired when times are good. Rover's answer in 1980 was to paint a picture of what the car industry might look like by 1995 - based on research of events in North America: "It was not so much a Sword of Damocles as simply saying to people this is what is likely to change. You might as well get on and make sure that's what we do rather than take the risk that we are overpowered by rivals".

Towers talks about "getting the drum going" but not changing the beat. Changing the metaphor, he adds: "One of the things about the Japanese is that they don't have to have a new flag every year, even if its colour may alter a bit".

An approach to non-execs

Last month's announcement that DHL chairman and chief executive Patrick Lupo has joined the board of WH Smith was routine in many ways. But the heartening which preceded his appointment as non-executive director of the British retailing group illustrates how leading British companies are adopting more professional and objective boardroom selection procedures.

Interest in non-execs was fuelled by successive corporate scandals and by publication in 1992 of the Cadbury report, which laid down guidelines for best practice in corporate governance. Smith chairman Jeremy Hardie, though, is

not alone in thinking that the "regulatory" issues raised by Cadbury have overshadowed the often more challenging and significant role for boards of determining company strategy.

"In many businesses," observes Hardie, "the directors turn up once a month, receive a lot of (predominantly financial) information, find out what the profits are likely to be, and generally keep tabs on what is going on. Inevitably many of the decisions to be taken are cut and dried as the board is primarily there as a check."

The Smith chairman, who led the 15-month hunt to replace Edward

Elson, and who is also a director of John Swire & Sons, is careful not to knock that model. His ideal, though, is of a group of experienced outsiders contributing ideas and insights helpful to the company's day-to-day managers. "In extremis the board has got an authoritative function because directors are trustees of the assets. Most of the time the function should be a collegial one supporting and working together."

Hardie says the people running companies "are often short of certain insights", and there is a fear inside most organisations about "making mistakes" - but with non-execs, he says, "it doesn't matter.

every now and then it even helps".

Hardie insists non-execs are there "to draw on their experience across a wide range of issues" and believes it is wrong to use vacancies to fill a resource need. "If you're thinking of moving into Spain you can hire a consultant, get someone in the corporate planning department to look at Europe, or find a director with Spanish experience. I'm against this last idea."

Smith used the headhunting firm Spencer Stuart as part of a process which also resulted in the appointment of Marjorie Scardino, chief executive of the Economist Group.

TD

Christopher Lorenz

'World-class' delusion of multinationals



Two of the surest signs of a well-managed company are its awareness of its shortcomings and readiness to be open about them.

Witness, for instance, the degree of self-criticism that frequently emanates from 3M, Canon, Federal Express and other organisations that actually practise the fashionable creed of constant corporate renewal.

At the other extreme are organisations that, by failing to make adequate use of competitive "benchmarking" - or by refusing to believe its damning results - delude themselves that they are at the "leading edge", when the truth is very different.

An IBM-London Business School study published last week* found that only one in 50 manufacturing sites in four European countries is genuinely "world class", although three-quarters believe they can compete with the best of their international rivals. Such myopia is more than dangerous - it can be positively suicidal.

Between these two extremes lies a sizeable body of companies that have some sense of their competitive deficiencies but do not realise their full dimensions, and are not doing enough to rectify them.

This is all too evident from a broader study of "international competitive capabilities" in 12 leading multinationals around the world, which is about to be published**. It concludes, among many other things, that most multinationals are far less globally-minded than they think they are - their rhetoric is dangerously ahead of reality. They are also much less customer-focused and organisationally flexible than is necessary to win in global markets. Not all of them have yet realised that operational excellence in total quality and customer service is no longer a source of sustainable advantage, but merely a qualification for competing.

To make matters worse, many of their attempts to create continuous corporate regeneration and "transformation" are being hampered by a "trust gap" between

leaders and employees.

The survey covered nearly 1,500 managers of two dozen nationalities working around the world for American, Asian and European multinationals such as AT&T, British Airways, BHP, Daimler-Benz, Electricité de France, Fiat, Kao of Japan, Siemens and Samsung, a Korean conglomerate.

The survey, called Champions of Change, was carried out by the Massachusetts-based International Consortium for Executive Development Research, a multinational think-tank. Its findings are to be published jointly with Gemini Consulting, which sponsored the research. But the trenchant conclusions are very much those of the consortium's executive director, Douglas Ready.

Respondents were given a list of 34 "organisational capabilities"

Ready's report is most scathing about the discrepancies that surround the issue of globalisation

and 45 "leadership competences", and asked to rank them in two ways: in order of their importance to competitiveness; and in terms of organisation's current performance in those areas. This enabled the researchers to identify performance gaps, as well as discrepancies in managerial attitudes.

Ready's report is most scathing about the discrepancies that surround the issue of globalisation. The senior executives in the survey all emphasised, in what he calls a "reluctant, almost numbing" fashion, that change and uncertainty are being caused primarily by the increasingly global competitive environment. Yet they rated their company's effectiveness at developing a "global orientation or mindset" last out of the 34 organisational capabilities.

Ready is equally concerned that no globally-related factor was ranked by the respondents as one of the five most important organisational capabilities or leadership competences; these were all more

general. The importance and effectiveness of items such as managing a culturally diverse workforce, alliance management, living outside one's home country, and managing transnational teams, were all rated relatively low.

As Ready asks, if these particular companies, already in the thick of the global battle, are so "conflicted about the implications of being global", as he puts it, what does that imply for those just embarking on globalisation?

One probable cause of the problem is what Ready calls a "cavernous gap" between what chief executives say is important and what they actually value and reward. In other respects, too, the survey found that most organisations are doing a poor job of linking performance to a range of their own strategic priorities.

However, middle managers of most nationalities rated a global mindset as more important than did senior managers. So there may be hope for the next generation of leaders, although for some companies this will come too late.

On many other aspects in the survey, Ready says its ratings of importance versus effectiveness identified not just the usual performance gap but a yawning gulf. Particularly alarming, he says, was the perceived lack of effectiveness in the two items cited by respondents as most critical to competitiveness: organisational adaptability and customer focus.

On the "trust gap" that bedevils many companies, the study found that one in five respondents said that "instilling trust between our leaders and our workers" was one of the top five requirements for creating organisational effectiveness. Yet it was rated 33rd in terms of actual effectiveness.

As on so many other counts in the survey, wish and reality were miles apart. But at least the companies' openness to outside scrutiny has helped them face that fact.

*Made in Europe. From IBM UK. Tel: 081-575 7700. £99.

**From Francis J. Gouillart at Gemini Consulting (Fax: 617-863-6660) or Douglas Ready at ICEDR (Fax: 617-863-6211).

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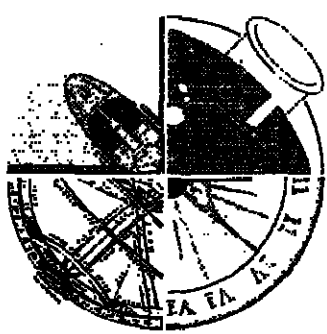
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TECHNOLOGY

Worth Watching · Vanessa Houlder



Taking the pain out of cleaning glass

Nippon Soda of Japan says it has jointly developed a glass that cleans itself by dissolving dirt and contamination using ultra violet rays as a catalyst, writes Emiko Terazono. Research was carried out with the University of Tokyo and a science and technology group backed by the Kanagawa municipal government. The process uses titanium dioxide which deodorises and sterilises material when placed under ultra violet rays from the sun or from a regular fluorescent room light. A colourless transparent titanium dioxide film on glass decomposes bacteria and odorous gases. The glass is coated with silicon film before the titanium dioxide is applied to prevent reaction with sodium in the glass. Nippon Soda hopes the glass will be used for windows in buildings and cars. Nippon Soda: Japan, tel 010 813 3246163.

Sun block for plants

Israeli scientists have unravelled a sun-protection mechanism in algae which could offer a new approach to the cultivation of crops in drought-ridden areas. The Weizmann Institute of Science studied a salt-water alga that is capable of thriving in scorching sunlight. Under intense light, the alga produces a protein, known as CBR, and a carotenoid pigment called zeaxanthin. The researchers have cloned the gene for the CBR protein using genetic engineering techniques. The scientists concluded that the protein binds with the pigment to form a light protective antenna which diverts excessive light from the sensitive components of the photosynthetic machinery. The researchers believe it may be possible to

manipulate a similar mechanism in higher plants, including crops, to enhance their sun resistance. Weizmann Institute of Science: Israel, tel 9728 342 111; fax 9728 344 132.

Thermal imaging in civilian role

Military research into uncooled thermal imaging is set to be transferred into civilian applications, according to an agreement this week by GEC-Marconi and the Defence Research Agency. Until recently, thermal imaging equipment, which is used to create pictures from the heat radiated by objects, needed to be cooled to very low temperatures of minus 200°C. However, GEC-Marconi and the DRA have developed a detector capable of operating at room temperature, which is cheap enough for civilian use. Applications being explored include cameras to help the rescue services work in poor weather conditions. GEC-Marconi Avionics: UK, tel 0263 323222; fax 0263 363140.

Oxygen levels in newborn babies

Scientists are experimenting with infra-red light absorption as a method of measuring the oxygen reaching the brain of newborn babies, which crucially affects their risk of death or disability. The oxygen present in the brain is related to the amount of light absorbed by bone and brain tissue when a pulse of infra-red light is fired from a laser placed at one temple to a photo-detector at the other temple. A computer model to determine the relationship between the distance travelled by the light and the absorption coefficients of the brain has been developed by researchers at the Centre for Research in Biomechanics and Biomedical Engineering at the University of Wales Swansea. The model is based on digitised anatomical studies of adult brains, which have been scaled down to the size of infant brains. The researchers say refinements to the model will result in highly accurate measurements of brain oxygenation. University of Wales, Swansea: UK, tel 01792 235598; fax 01792 295676.

There are two big problems with cigarette smoking: it damages the smoker's health and it annoys those who dislike passive smoking. Could a smokeless cigarette be the answer? In 1988 R.J. Reynolds Tobacco, US maker of Camel and other cigarette brands, came up with a smokeless cigarette called Premier. R.J. Reynolds test-marketed it for several months before resigning itself to the fact that it had unleashed one of the biggest new product flops in US corporate history.

Yet R.J. Reynolds - like so many smokers - does not give up easily. Last weekend, it emerged that the company had been experimenting with another non-smoking cigarette, this time called Eclipse. According to one report, R.J. Reynolds was planning to launch the brand next year. The commercial logic for such a product has bewitched cigarette makers for years. Clearly, if a cigarette could be invented that satisfied users without threatening their health or irritating other people, it would have vast money-making potential. With that in mind, R.J. Reynolds spent \$325m (\$210m) developing and marketing its earlier non-smoking cigarette, only to see it fail.

In its new incarnation, R.J. Reynolds's smokeless cigarette looks and feels much the same as an ordinary cigarette: it even contains tobacco. But at the lit end, the first half inch or so of the cigarette consists of a piece of carbon in a fibreglass shell.

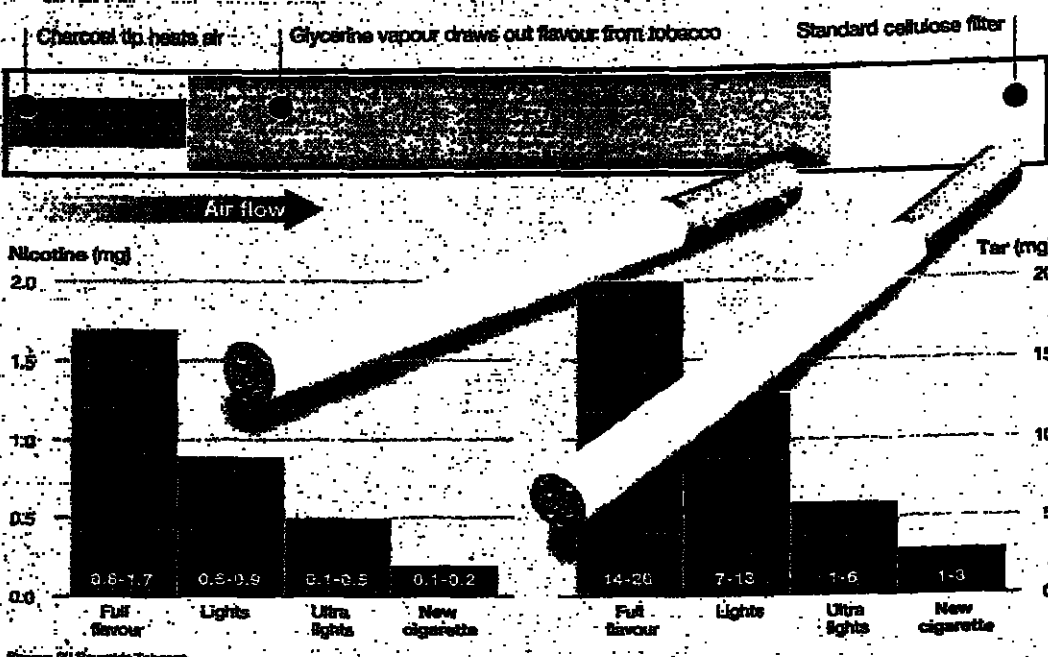
When the cigarette is lit, the charcoal burns at around the same temperature as an ordinary cigarette. But because the charcoal is separated from the rest of the cigarette by a heat barrier, the tobacco does not ignite. Air heated by the charcoal is drawn through into the body of the cigarette and mingles with the tobacco without burning it.

All cigarette tobacco contains small amounts of glycerine to keep it moist, but in Eclipse, the proportion of glycerine has been lifted to more than 50 per cent. As a result, when the hot air passes through the tobacco and glycerine mixture, the glycerine gradually vaporises and carries tobacco flavours, nicotine and tar to the smoker.

Apart from its construction, Eclipse has several quirks. One is that it does not burn down; instead, it lasts as long as the carbon tip keeps burning, which is about the same amount of time as a conventional cigarette. It does not produce ash, does not give off any smoke from the lit end and does not stain fingers, teeth or furnishings.

From a health point of view, R.J. Reynolds says each Eclipse cigarette produces between 1mg and 3mg of tar and between 0.1mg and

The smokeless cigarette mark II



Tobacco's holy grail

Richard Tomkins on the lure of the smokeless cigarette

0.2mg of nicotine, compared with up to 20mg of tar and up to 1.7mg of nicotine for a full flavor cigarette. Significantly, however, there are several brands of ultra light cigarette already on the market with tar and nicotine yields at least as low as this, so Eclipse has little new to offer on this score. Its stronger selling point seems to be the lack of smoke.

R.J. Reynolds says the vapour given off by the cigarettes is almost, but not completely, odourless. When exhaled, it looks like someone's breath in cool air and disappears almost instantly. Someone walking into a room where people were smoking Eclipse would probably be able to detect only a faint aroma.

The trouble is, most of this could have been said of the Premier cigarette too. Like Eclipse, Premier worked by emitting a vapour instead of smoke. Air drawn through the cigarette passed through a burning carbon tip at the lit end, then went through an

aluminium capsule in the body of the cigarette containing beads of glycerine impregnated with tobacco flavourings. The glycerine beads vaporised and carried the tobacco flavour through cooling filters to the smoker.

Premier flopped because smokers thought it lacked flavour, and what they could taste, they did not like. There was also a strong resistance to the look and feel of the cigarette: smokers said it burned too hot and they did not like the fact that it did not burn down.

R.J. Reynolds says it is still not 100 per cent happy with Eclipse and is not even certain it will launch it. However, it says it is getting good enough feedback from marketing tests to indicate that smokers would welcome a reduced second-hand smoke cigarette if it tasted at least as good as their existing brand.

Many industry analysts are sceptical. "Part of the allure of smoking is the smoke," says one. "If the product doesn't taste good and you

don't get that smoking sensation, it isn't going to work."

Yet times have changed since the ill-fated launch of Premier. Second-hand smoke is a much bigger issue than five years ago. In the US, pressure on smokers is mounting by the day: smoking is increasingly outlawed in public places, and there are many situations where it is not tolerated even where it is lawful.

A smokeless cigarette could not be lit in an area where smoking was banned, but it could prove acceptable at, for example, a dinner table surrounded by non-smokers. So a cigarette like Eclipse might at least hope to find a market niche among smokers who found themselves faced with lighting up a smokeless cigarette or nothing at all.

R.J. Reynolds says: "It is not for everybody. No cigarette is for everybody: that is why there are some 400 brands of cigarette in the US now. But the reduced second-hand smoke cigarette is an option, and no other manufacturer has got anything on the market like it."

Music on the cards

NEC, the Japanese electronics company, yesterday announced that it had developed a portable music player that reproduces sound from data stored on a credit-card sized semiconductor memory card.

The device, called Silicon Audio, is light and produces sound quality comparable to a compact disc. It is a solid state device with no moving parts, which eliminates problems such as unwanted vibrations or skipping passages of music. "You can jump up and down with it or drop it and it will still keep playing," said NEC.

The company believes it could take a decade before the Silicon Audio reaches the market. The cost of the cards needs to fall sharply from their current price of about £100 and the playback time needs to increase substantially from its present limit of 24 minutes before it can become a viable product.

NEC believes that the ultimate success of the Silicon Audio will depend on the availability of music suitable for the format. "It is difficult for us to claim that it will overtake other formats," said an executive. "It is the software that really counts."

The Silicon Audio is the latest of a number of new hi-fi formats to be developed, such as the digital compact cassette, a high-quality tape player which was launched by Philips, the Dutch electronics company.

The Silicon Audio system works by recording audio signals after they have been encoded and compressed onto semiconductor chips housed on a memory card. The prototype compresses a 20MHz, 770Kbit signal to one-eighth of its original size, which allows 24 minutes of recording from a 32Mbit card.

The cards use a data retrieval and storage system called "flash memory", which works like a standard dynamic random-access memory (DRAM) chip except it does not require a power supply to keep the data. The prototype player measures 127mm by 33mm by 33mm and weighs 217g with batteries.

Vanessa Houlder

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FT EXPORTER

Festival director drops the baton

The Schleswig-Holstein dream has turned to nightmare, reports Andrew Clark

It was a dream come true - a festival for ordinary people, set in picturesque north European landscape, mixing international stars and home-grown atmosphere. But the dream has suddenly become a nightmare.

The Schleswig-Holstein music festival, one of Germany's most successful cultural events, caught everyone by surprise last week when it announced a deficit of DM2.7m (€1.4m). The state government in Kiel - the festival's biggest single backer - pinned the blame on its founder and artistic director, Justus Frantz. As pressure mounted for his dismissal, Frantz resigned.

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Supporters of the festival are now asking if it can survive without Frantz, whose energy, international contacts and fund-raising ability fuelled its whirlwind growth. Yehudi Menuhin and other prominent artists have voiced solidarity with Frantz, and several say they will boycott future events. Sponsors - who contributed a quarter of the DM16m budget - have also begun to withdraw. "Justus Frantz is the Schleswig-Holstein festival," said one.

Meanwhile, the state government has named a British concert agent, Jasper Parrott, as chairman of a new artistic advisory committee. The appointment has been criticised by representatives of the German music industry, who say Parrott cannot offer independent

advice while he has his own artists to promote.

Although the festival always projected itself well to the outside world, insiders say problems have been building up for years. The festival was Frantz's child. Inaugurated in 1986, it thrived on his friendship with prominent musicians and politicians, including the former German chancellor Helmut Schmidt. By 1989, it was attracting 30,000 visitors, and had a budget of more than DM16m. Leonard Bernstein was its local hero, Sergiu Celibidache gave conducting classes, and quiet towns like Kiel, Lübeck and Salzwedel found themselves on the tourist map.

The idea was to provide a new kind of festival - one which attracted the young and concert-

shy as well as the rich and knowledgeable. Concerts were given in local halls, castles and barns. The atmosphere was informal: Jessye Norman, Anne-Sophie Mutter and other big-name soloists came within reach of rural audiences. The state government was only too happy to pump money into an event which promoted Schleswig-Holstein in the wider world.

As the festival expanded, Frantz's role and controversial operating methods came under scrutiny. Frantz, 50, is a concert pianist, but his ambitions always went further. The festival enabled him to start a career as a conductor and music manager. He became known as a wheeler-dealer, charming businessmen into giving money, negotiating contracts from

his home in the Canary Islands and hosting his own show on German television.

Frantz's critics say he increasingly used the festival to push his own career. Leading ensembles were invited on the assumption that Frantz would conduct some performances - for which he was often paid an additional fee. He began to channel sponsorship towards projects outside the festival. Last year, some members of the festival orchestra walked out. They questioned his competence as a conductor and said he was too busy juggling other affairs to devote time to music.

But the current crisis stems equally from the state government's failure to build a ladder of responsibility which would serve

the festival's long-term interests. "How could such a deficit pile up without them knowing?", asked a disillusioned local volunteer this week in Lübeck. "Where was the book-keeping? Why was no-one checking the takings and matching them to the costs? It's a mystery."

In 1992 the government installed a finance ministry official as the festival's business manager. Resentful of political and bureaucratic interference, Frantz went ahead regardless. In February this year, for example, the board ordered Frantz to cancel the Kirov Opera visit - but when he pledged to find the necessary sponsorship, the contract was approved. In the end, he raised only 10 per cent of the cost, and this summer's Kirov performances lost DM440,000.

The question now is whether the state government can find a new artistic director who can stop the festival degenerating into a provincial *Bierfest*. Steinbrück says he would prefer a full-time manager in the mould of Gérard Mortier at Salzburg, "someone who can gather leading artistic personalities around him, without being distracted by his own ambitions as entertainer, conductor, media star and whatever else."

The new artistic advisory committee will not meet till mid-January, and will have no executive function. According to Parrott, any suggestion that the festival cannot survive without Frantz is "complete nonsense". He says there is a natural period in which artistic projects flourish before losing steam, and that the festival had reached the point when review and reform were necessary. "There is so much basic energy and potential there, far beyond any single personality. These resources need to be gathered together, rethought and properly harnessed."

Sponsorship/Antony Thorncroft

An orchestral success story

The Association for Business Sponsorship of the Arts (ABSA) is a two-time winner from the Budget.

The funding for the Business Sponsorship Incentive Scheme (BSIS), which ABSA administers, was increased by £750,000 to £5.6m. This is a sprat to catch the mackerel of corporate sponsorship and should add another £1m to the arts in 1995-96.

In addition ABSA will operate a new scheme which extends the BSIS to historic buildings. There is only £200,000 of government money available at the start, but any company that funds backing Stonehenge, or a royal palace, or a stately home, or a cathedral - their structure as well as events held there - will now get a top-up incentive.

There is one place where arts organisations and sponsors happily embrace - abroad. It is virtually impossible for an orchestra or a theatre company to plan an overseas tour without sponsorship.

The British Council does its bit, but these days the council almost always draws in business money as well - £3.6m from sponsors in 1993-94. It recently raised an impressive £400,000 from 30 companies to take arts groups like Cheek by Jowl and the Westminster Abbey Choir to Russia during the Queen's tour.

For companies, helping to present a prestigious British arts event overseas offers unrivalled opportunities to offer key foreign contacts an evening's pleasure which could lead to contracts. The recent tour of the BBC National Orchestra of Wales to New York and Baltimore was a classic example of sponsorship in action.

The orchestra had been invited to perform the annual United Nations Day concert in the chamber of the General Assembly in New York. There was, however, no fee and the orchestra had to pay a facility charge for recording the concert and converting the chamber into a performance space.

SAC, the Welsh language television channel, stepped in to sponsor the event. It is not easy selling programmes in Welsh to foreign TV stations but such a celebrated event, plus party, gave its efforts the

necessary lift. The fact that the Prince of Wales has presented one of the company's animation projects also helped.

With one concert underwritten, the orchestra looked for more dates. Next year Swansea is UK City of Literature and the Welsh Tourist Board jumped at the chance to support a Lincoln Centre concert. A trip down to Baltimore was inevitable. Cardiff Bay's regeneration plans, built around the proposed Opera House, are modelled on Baltimore, which used the arts to help revive an ailing sea port.

There is something worrying when the arts become the plum in the pudding rather than a dish in their own right, but the enthusiastic response to the music justified pre-concert and post-concert receptions, at which Baltimore industrialists were introduced to the commercial opportunities in Cardiff Bay and New York travel agents were sold Swansea as the new Athens. The first American tourists are already booked.

The SAC-backed tour should have delighted the heritage minister, Stephen Dorrell, since it will build around the promotion of tourism and business investment, the twin pillars of his focus for arts funding.

As the BBC and the Arts Council pursue their delicate strategy of spreading orchestral music more fairly throughout the country while saving money and avoiding rows, the BBC National Orchestra of Wales is becoming something of a role model.

By broadening its revenue base it has forged the path which vulnerable orchestras like the BBC Philharmonic and the Bournemouth Symphony will be encouraged to follow. The BBC still provides the bulk of its funding - £3m; but the Welsh Arts Council, SAC, and sponsors also contribute to the pot.

It became the first BBC band to attract substantial sponsorship - £300,000 from Hitachi, which took it to Japan. This winter the orchestra is pitching dozens of Japanese companies based in Wales in the expectation that they will fund the proposed return trip to Japan next year.

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Parental neglect, childlessness, rape - these are the themes of the Actors Touring Company's new production at the Lyric Studio, Hammersmith.

Yet this is not a tour new play by a contemporary playwright, but Euripides' *Ion*. Perhaps it is not surprising then that, like its protagonist, *Ion* is now suddenly the focus of attention after languishing for aeons.

Hard on the heels of the RSC's production comes this evening, determinedly playful staging, which both stuns and fails by its rough handling of the play's modernity.

As well as the striking contemporaneity of the emotional issues it tackles, *Ion* has the great appeal of brevity. Euripides dispenses with most of the story before the play opens, sending Hermes on first to fill us in, so that when the action starts, things are just reaching boiling point.

Some years ago, we learn, the god Apollo raped Athens' Queen Kreousa. She, in shame, left the child to die, but he was rescued by Hermes and allowed to grow up in Apollo's temple as caretaker. Kreousa, ignorant of her child's fate, has been unable since to produce an heir for her husband, and so is eaten away by a double anguish by the time the play opens - just as she and King Ksanthos arrive at Apollo's temple to appeal for a child. Of course, they do not know, as we do, that the young man sweeping the steps is in fact Kreousa's son. And so the stage is set for an evening of ironies and misunderstandings that nearly, but not quite, end in tragedy.

It has to be said that Apollo comes out of all this pretty badly. In fact, as absent fathers go, he takes some beating. First he rapes a woman, then he brings the child up in ignorance as a servant. When he does allow mother and son to meet again, he introduces such confusion that they almost end up killing one another. And when all is finally resolved and Kreousa and Ion beg him to confirm his paternity, he is too much of a coward to show up and sends his sister Athene instead. As *Ion* says at one point, if you cannot trust the gods, who can you trust? But then, perhaps it is the mortals' haste that throws the god's plan off course; we are left to make up our own minds.

Nick Philippou's production handles Euripides' scepticism with great relish. Kenneth McLeish's jaunty, slangy translation keeps the laughs coming and pinpoints the ironies, while the production is full of funny moments. But the play's

great strength is that its cynical frames a serious, moving heart. Euripides writes with raw openness about the pain of childlessness and his three main characters are driven by yearning. Ion longs for parents, Ksanthos for a son and Kreousa, through the twists of the plot, suffers both childlessness and the anguish of having lost a child.

To begin with, Shelley King's elfin faced, passionate Kreousa expresses this grief well, striding restlessly round the stage and frequently giving vent to

years of suppressed pain. But by the time we reach the central reconciliation scene between mother and son, she has left herself nowhere to go. Neither she, nor the production, can change gear fast enough to give this scene the quiet intensity it deserves and needs to really move you.

This is the price the company pays for its lively production. And there is a worry too about McLeish's translation: mostly admirably accessible and witty, it is sometimes so slangy that you feel the pro-

duction is unnecessarily intent on convincing you that this is not some dusty old classic. But it is a staging full of lovely comic touches. Ann Fribank is delightful as Queen Kreousa's aged nurse, a feisty old party who would clearly be happier if she could get a transfer to one of the tragedies. "God did this. He started it. Burn down his temple," she says, rubbing her hands in outrage as she learns of Apollo's shabby behaviour. It is this affectionately playful tone that is ATC's strongest suit.

At the Deutsche Oper, there was the gentlest of contrasts: Poulenc's *Dialogues des Carmélites*, in its first German production in the original language. As you may remember, it recounts a semi-mythical tale of innocent Carmelite nuns who were condemned to the guillotine in the last days of the revolutionary Terror.

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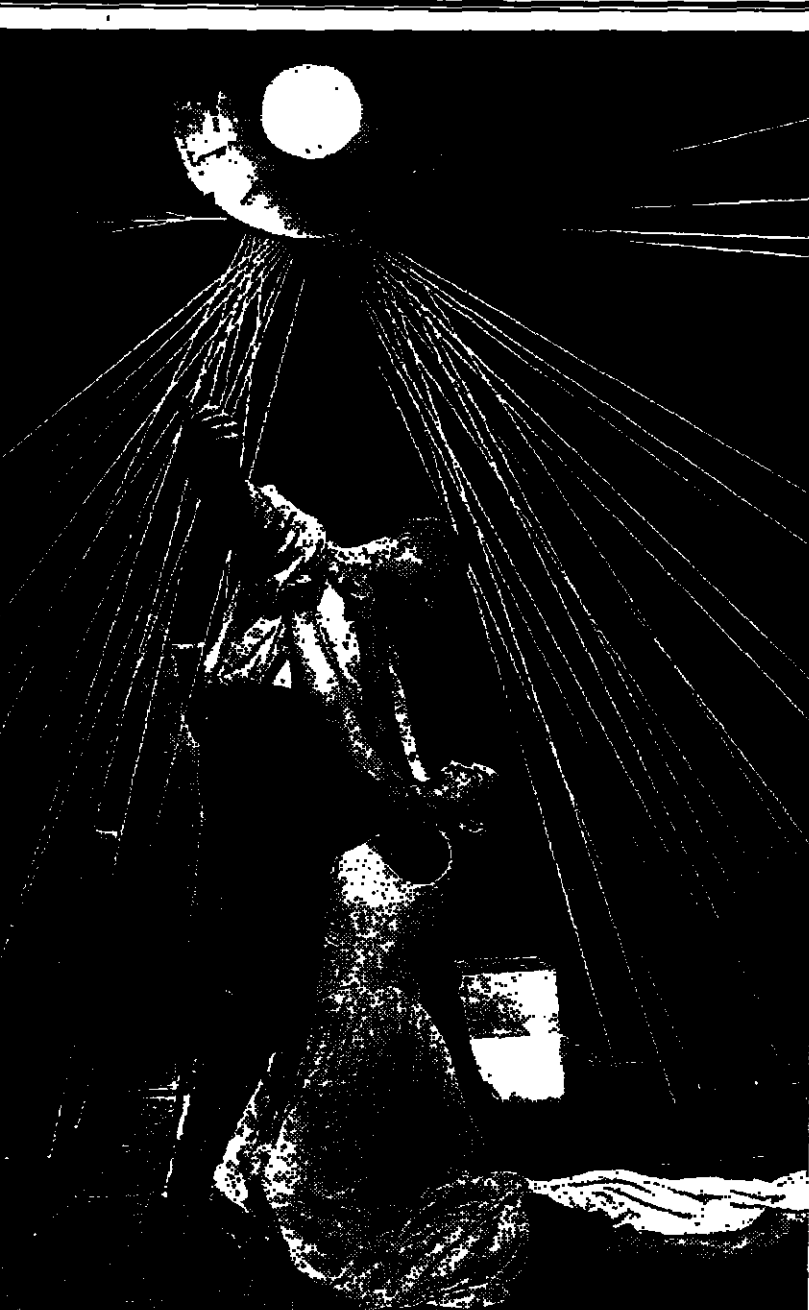
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Playful Euripides: Gary Turner and Shelley King in 'Ion' Theatre/Sarah Hemming

Put not your trust in gods

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The UK government's private finance initiative has yet to become the talk of the town, even in business circles. But Mr Kenneth Clarke, the chancellor, gave it star billing in this week's Budget, signalling ministerial determination that the private sector take over a large slice of the government's investment and service delivery responsibilities.

"Privatisation and private finance are rapidly becoming the chosen method for raising the quality of public services," declared Mr Clarke. The Tory vision is for central and local government to become essentially the regulator and standard-setter for private providers of public services, from roads and prisons to hospitals and swimming pools.

Private operators may recover revenue directly from consumers, as with the Channel tunnel link, or in the form of grants from government departments or public-sector institutions such as universities. Hybrid schemes are also envisaged, notably public/private consortia at local council level.

When launched two years ago, the private finance initiative (PFI) was greeted with a large dose of scepticism by private industry. With good reason. So far, most departments have launched only a handful of projects. Even the £5bn programme of projects for 1995 announced by Mr Clarke this week is not as significant as it seems, against a backdrop of overall cuts in state infrastructure spending. More than half that figure is accounted for by one project: the Channel tunnel rail link, not due to be finished until 2002.

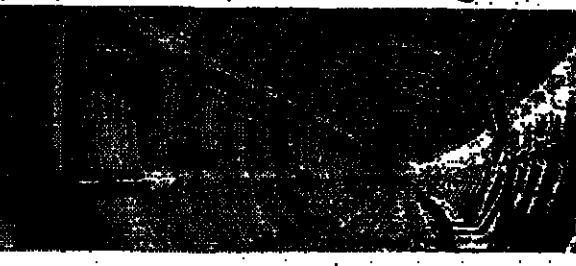
However, privatisation started small in the early 1980s, not gathering critical momentum until the sale of British Telecommunications in 1984. The PFI could follow the same pattern.

Sir George Young, the Treasury minister directly responsible for PFI, told a packed conference of industrialists and public-sector executives last week that the "build-up period" was now drawing to a close, with take-off imminent. He and a succession of cabinet ministers stressed "imagination" as a central theme.

However, imagination is not enough. The crucial test is the readiness of private companies to tender for projects on the government's terms.

Ministers believe that the transfer of risk to the private sector has to be "genuine". However, as Mr Stan Webster,

Private finance initiative: building blocks



PFI contracts expected in 1995

Northern Line modernisation	\$400m
Computerisation of National Insurance records	\$250m
Two prisons	\$180m
Four "design, build, finance, operate" road schemes	\$380m
Scottish air traffic control centre	\$200m
Chiswick tunnel rail link	\$2.75m
Docklands Light Railway Lewisham extension	\$100m-£130m
West Coast Main Line modernisation	\$900m-£1bn
Computerisation of Post Office counters	\$130m
Fifty small health sector projects	\$100m
Two Scottish sewage treatment works	\$50m
Total	\$2.25bn-£2.4bn

These amounts refer to capital spending. Some contracts would involve follow-up spending on maintenance or operations. The figures represent total values of projects and include public as well as private finance.

A star yet to shine

Andrew Adonis and Charles Batchelor on plans to boost the UK's private finance initiative

a partner at Coopers & Lybrand, the accountancy firm, told last week's conference, "transfer of controllable risks will improve value for money, notably where they relate to design, construction and operation. But transfer of risks outside the direct control of the private sector - which could include planning and market risk - is likely to damage value for money. And in extreme cases an unrealistic approach could make projects unbankable, damaging the credibility of the exercise in the eyes of potential operators and funders."

Another problem has been defining the scope of the PFI, said Mr Douglas Hogg, a member of the private finance panel established last year to act as a catalyst for new projects. Over the next year, private finance will cover almost all sectors, with only areas such as weapons systems and real tolling

projects, where the motorist pays directly, excluded. Even schools may now be eligible, following recent changes which have made it easier for councils to engage in joint venture projects.

The principal of a further education college told last week's conference there was a "vast market" for projects in education infrastructure, but that agreement with government officials about the distribution of risk was holding up progress.

Transport projects offer the largest immediate field for private finance, and so a test of the imagination and enthusiasm of companies for the PFI. Headed by the Channel tunnel rail link costing an estimated £2.7bn, transport accounts for more than 80 per cent of the £5.26bn-£5.49bn worth of contracts which the government hopes to award in 1995.

No fewer than 11 consortia

comprising construction companies, banks and civil engineering consultancies put in bids for the four road schemes - valued at £230m - to be built under the "design, build, finance, operate" programme. The winning bidder will build the road and manage it for up to 25 years, in return for "shadow tolls" paid by the government reflecting traffic volumes and the efficiency of the maintenance and management.

The attraction of these schemes is that they allow construction companies to even out the fluctuations of the building cycle with relatively steady revenues from the roads they manage. Dragados, a Spanish member of one of the five winning consortia, currently makes 15 per cent of its profits from road management in Spain and Latin America, but expects this figure to rise to 30 per cent within a few years.

Real schemes such as the Channel tunnel rail link, for which four bidding consortia have been shortlisted, also offer the opportunity to break into a sector with good growth prospects. With increasing environmental pressures on road building programmes, the prospects of an upsurge in railway construction appear good.

If there was an aspect of the chancellor's Budget remarks on the PFI which disappointed the City and the civil engineering industry, it was his failure to announce any new schemes - though these may come in ministerial announcements over the next few weeks.

"Progress has been slow and there is no guarantee that any of the schemes being included in the PFI will be built within a reasonable timescale," said the Institution of Civil Engineers. Sir George Young attributed these delays to "the problems of marrying two diverse cultures: the public sector with its emphasis on accountability for taxpayers' money and the fleet-footed private sector."

Companies bidding for contracts are undoubtedly driven by declining public-sector investment in infrastructure projects. That pressure can only intensify.

However, none of the transport schemes under consideration has yet reached the stage of detailed contract agreement, which leaves unresolved the question of whether contracts can be fashioned to provide private-sector returns commensurate with the transfer of risk involved.

THE FT INTERVIEW: Gianfranco Fini

Game player of the right



Fini, leader of Italy's neo-fascist MSI/National Alliance

It takes a chess player to enhance his reputation during political turbulence. And with a game in progress on a large chess board by his office desk, Mr Gianfranco Fini is as dedicated a player as one is likely to find in the Berlusconi government.

The 42-year-old leader of the neo-fascist MSI/National Alliance, a key partner in Italy's rightwing coalition government, is playing the long game: cleverly, strategically and with a cool nerve.

He plans to be the leader of the Italian right. His immediate mission is to gain respectability for the MSI, long treated as the pariah of Italian politics because of its identification with the fascism of Mussolini.

Always affable and immaculately neat, Mr Fini thrives on politics.

He came to prominence last year, when he narrowly lost the fight to be mayor of Rome. His party has since moved into the mainstream thanks to its alliance with Prime Minister Silvio Berlusconi and his Forza Italia movement.

It has also begun working on a new identity. In January it will drop its Italian Social Movement (MSI) label, and retain only the less emotive National Alliance (AN) adopted earlier this year.

"The right in Italy has always been linked to fascism, which itself is an Italian phenomenon. The MSI grew out of fascism," he says. But he describes himself as a post-fascist, and says: "I'm trying to reposition the party to be the new right, but certainly not by linking it to fascism."

Nevertheless, Mr Fini faces serious problems in marginalising the hardliners who control much of the party organisation, especially in the south. Several still make the fascist salute, and have made no efforts to distance themselves from the hooliganism of Nazi skinheads.

He has been urged to force these elements out, rather like the former communists who created the Party of the Democratic Left (PDS) and left the headline rump to establish its own party, Reconstructed Communism. But Mr Fini takes a more pragmatic view.

"Some activists will certainly leave" when AN is formally inaugurated, he says. "But I

don't think they would form another parliamentary party... If the proportional voting system had remained, this might have happened, but I think the new majority voting system forces the formation of large groupings - *rassemblements* - that contain often widely differing views."

Mr Fini claims it was the need to transform his party and explain it to the electorate that led him to refuse a ministerial position in the government.

"It may sound presumptuous but, if I hadn't decided to dedicate many hours of the day to this problem, it would be more difficult to end the existence of the MSI and give birth to the AN." He omits to mention this also allows him to keep his hands clean and plot from outside.

Mr Fini and his party, with 12 per cent of the national vote, have become an essential prop for Mr Berlusconi, providing much of the government's

political knowhow. The MSI has also been astute in occupying key administrative positions in government, state entities and state companies. In so doing, the coalition has been pulled away from the centre to the right.

With his support base in the south, where the MSI picks up as much as 30 per cent of the vote, Mr Fini is concerned that the government's policies

"must not have a negative social impact" on the region.

He insists he does not share Mussolini's corporatist view of the state, and endorses privatisation and the winding up of IRI, the giant state holding company created in the 1930s. But he is concerned that jobs are not lost in the south.

"Voters don't want state hand-outs; but they want the state to put in the essential infrastructure and services, and ensure that business can compete on the same condi-

tions as in the north. This means combating organised crime, ensuring the cost of borrowing is the same and that the transport system works."

Mr Fini recognises that he could extend his support if Mr Berlusconi falls, by inheriting a slice of the Forza Italia electorate. But the situation is double-edged. With Mr Berlusconi gone, no-one else might consider Mr Fini an acceptable ally, and he could be marginalised.

He wants the embattled coalition with its five MSI ministers to survive. "This is the only viable government: if it falls we will either have to find another government within the existing parliamentary majority or hold fresh elections."

He thinks it unlikely the coalition can be enlarged. "It can only move towards the Popular party [which contains the bulk of the former Christian Democrats] - but this is split between those ready to ally with the right and those who want to go to the left."

Mr Fini does not mind his words about the third partner in the coalition government, the populist Northern League, which he describes as "an indispensable but at times impossible ally".

"Either the League reaches an agreement that allows the government to govern, or there is a crisis." He reckons Mr Umberto Bossi, the League's leader, may seek to leave the coalition in January once the 1995 budget is approved.

He sees the fact that Mr Berlusconi is under investigation for corruption as a lesser issue. "The threat of him being under investigation has been there since the first day of the government; now that this has happened, the negative impact has already been absorbed."

"Besides, the main flank on which he has been attacked was his dual role as business man and prime minister. This he is now resolving and the high point of the polemic has passed."

Whatever the fate of the government, Mr Fini sees a period of political instability ahead. "Italy is on its journey from the first to the second republic. We are in the middle of the river... I hope there are no piranhas," he says with a laugh, knowing that he may be one of them.

Robert Graham

'Italy is on its journey from the first to the second republic'

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

Fax 071 873 5938. Letters transmitted should be clearly typed and not hand written. Please set fax for finest resolution

Electricity dividends

From Mr George Soros.

Sir, Ukraine is poised on the verge of radical economic reform. Until recently it has had no coherent economic policy: the budget deficit ran out of control, reaching 30 per cent of the gross domestic product. After a period of hyperinflation of more than 10,000 per cent in 1993, the central bank made a valiant attempt to control the money supply, but the effect was merely to leave wages and other obligations unpaid. Regulations impeded economic activity and the official economy was largely incapacitated. The GDP fell by no less than 39 per cent in the three years 1991-93 and a further 24 per cent in the first half of 1994. Energy supplies became intermittent while Ukraine accumulated an unpaid debt of some \$8bn against Russia and Turkmenistan. The shadow economy flourished but, even so, the decline in living standards was much more severe than in Russia.

The previous president, Leonid Kravchuk, realised that the problems were bigger than his ability to cope with them and therefore did not even try. The new president, Leonid Kuchma, elected by a narrow majority on July 10, is made of sterner stuff. He is aware that Ukraine cannot survive as an independent country without firm direction and is ready to take tough decisions. Fortunately, the G-7 heads of state threw a lifeline to Ukraine at their Naples summit by promising \$4bn in aid if Ukraine undertakes economic reforms. President Kuchma is determined to seize that lifeline. Ukraine signed a structural transformation facility agreement worth \$371m as early as September 23 and is working with the International Monetary Fund to reach a stand-by agreement before Christmas, which should eventually provide a further \$1.2bn.

The donor organisations held a pledging session in Washington on October 27, and subsequently the US committed \$70m for immediate balance of payments support to be increased to \$100m if the European Union provided matching funds. The funds are needed before the end of 1994 in order to assure continuing gas supplies from Russia and Turkmenistan. But within the EU, the UK, supported by France,

Aid terms endanger Ukraine

From Mr Michael Goldman.

Sir, The chairman of British Gas gives a cogent explanation (Letters, December 1) for the chief executive's pay rise, and in a free society we have to accept that people are paid what they can get - but surely what is unacceptable is the simultaneous squeeze on the lower paid.

That is largely the fault of the government's taxation policy which has not only widened the gap between the better off and the worse off, but has also depressed the living standards of the latter. This I believe to be indefensible and I have yet to hear in defence of it a voice even from the brazen Tory right wing.

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resisted German pressure to provide matching funds. Its argument was that this would create an undesirable precedent because in the past the EU chipped in only after a stand-by agreement had been agreed with the IMF.

The issue will come up again at the Berlin meeting of the EU on December 5. The net amount to be provided by the EU before the end of 1994 is only \$20m, because \$80m of the \$100m is to be withheld to settle outstanding liabilities. This \$20m barely exceeds the amount I provided in aid to Ukraine through my foundations during 1994. Japan has made its contribution conditional on action by the European Union and so did the US to the tune of \$30m.

I find it incredible that the UK would allow the aid package to unravel and endanger the survival of Ukraine as an independent, democratic and reform-minded country. The disintegration of Ukraine would have consequences too horrendous to contemplate.

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Kuchma, elected by a narrow majority on July 10, is made of sterner stuff. He is aware that Ukraine cannot survive as an independent country without firm direction and is ready to take tough decisions.

Fortunately, the G-7 heads of state threw a lifeline to Ukraine at their Naples summit by promising \$4bn in aid if Ukraine undertakes economic reforms. President Kuchma is determined to seize that lifeline. Ukraine signed a structural transformation facility agreement worth \$371m as early as September 23 and is working with the International Monetary Fund to reach a stand-by agreement before Christmas, which should eventually provide a further \$1.2bn.

The donor organisations held a pledging session in Washington on October 27, and subsequently the US committed \$70m for immediate balance of payments support to be increased to \$100m if the European Union provided matching funds. The funds are needed before the end of 1994 in order to assure continuing gas supplies from Russia and Turkmenistan. But within the EU, the UK, supported by France,

resisted German pressure to provide matching funds. Its argument was that this would create an undesirable precedent because in the past the EU chipped in only after a stand-by agreement had been agreed with the IMF.

The issue will come up again at the Berlin meeting of the EU on December 5. The net amount to be provided by the EU before the end of 1994 is only \$20m, because \$80m of the \$100m is to be withheld to settle outstanding liabilities. This \$20m barely exceeds the amount I provided in aid to Ukraine through my foundations during 1994. Japan has made its contribution conditional on action by the European Union and so did the US to the tune of \$30m.

I find it incredible that the UK would allow the aid package to unravel and endanger the survival of Ukraine as an independent, democratic and reform-minded country. The disintegration of Ukraine would have consequences too horrendous to contemplate.

George Soros, The Soros Foundations, 389 Seventh Avenue, New York, NY 10106, US

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Friday December 2 1994

Mr Zedillo starts well

Modern Mexican presidents are accustomed to taking office in the midst of economic crisis. Unlike his predecessors, Mr Ernesto Zedillo, who assumed the presidency yesterday, has the luxury of inheriting an economy which, while not without problems, is in reasonable shape. Unfortunately, the same cannot be said for Mexico's political system.

This year two political assassinations, repeated allegations about the involvement of drug traffickers in politics, and a peasant revolt in the southern state of Chiapas have undermined confidence in the Mexican political system. The year has shown that authoritarian methods of political manipulation used by presidents in the past are less effective than they were. Yet Mexico is a long way from replacing this creaky old political system with reliable government institutions.

Reform of the political system is the most urgent task of Mr Zedillo's six-year term. It is needed because political shocks upset foreign investors, who will be necessary to sustain Mexican economic growth until the low rate of domestic savings rises. It is needed because what it would secure - the rule of law - is essential to a well-functioning market economy. It is needed to improve the lives of ordinary Mexicans, who suffer daily the arbitrary actions of those supposed to enforce the law.

In his inauguration speech, Mr Zedillo stated well his task is to place the institutions of government - in particular its police and judicial system - above political controversy. Yesterday, he committed himself to "profound reform" of the judiciary, electoral reform, continued tight control over public finances and a peaceful solution in Chiapas.

Opposition figure

In choosing his cabinet, he resisted the temptation to reach into the ranks of the political old guard in an attempt to repress political opposition. His decision to appoint an opposition figure - Mr Antonio Lozano of the National Action party - as attorney-general sends an important signal that he is serious about the long-overdue separation of the judiciary from politics.

The appointment of one man, of course, cannot guarantee the rule of law. It remains to be seen if the new attorney-general can function effectively within a political system dominated by the same party for 65 years. But an important signal will be sent if he can effect progress in the investigation into the assassination in September of the PRI secretary-general, Mr Jose Francisco Ruiz Massieu.

Public confidence

To build public confidence in justice, much more needs to be done, including an overhaul of the judiciary from the supreme court down and reform of the police.

Mr Zedillo should also resist directly intervening in the affairs of Mexico's states. Too often his predecessor, Mr Carlos Salinas, used extra-constitutional powers to replace elected state governors of the ruling party in efforts to calm opposition protests at apparently fraudulent state elections. Although electoral fraud has been a serious symptom of Mexico's political ills, the president's arbitrary actions merely compounded the problem.

The answer instead is to build public confidence in the electoral system - by ensuring, as he has promised, it is run by independent officials and by stopping the ruling party's egregious outspending of its rivals and the parties' unequal access to the media. Mr Zedillo will face the first test of his attitude in Chiapas, where the guerrillas who fomented the new year revolt are threatening violence if Mr Eduardo Robledo takes office as governor next week.

The new president has appointed a cabinet largely of technocrats, educated in the US, hugely capable technically but lacking obvious support from within the ruling party. His only nod in the direction of the party's old guard was his appointment as energy minister of Mr Ignacio Pickard, who has been accused, and denies, obstructing the investigation into Mr Ruiz's murder.

The president clearly believes first that a group of relative political novices can guide political reform; and second that there will be no backlash from the traditionalists. It is a risk, but one worth taking. Mr Zedillo has got off to a good start. Now he must make his words count.

A year after the spectacular collapse of its planned merger with Renault, Volvo, the Swedish vehicle manufacturer, appears to be in rude health.

Last December, a revolt by Volvo shareholders and senior management over the merger plans led to the abrupt departure of Mr Pehr Gyllenhammar, the man at the top of the company for more than two decades. The company looked isolated with its strategy in tatters and its future unsure.

Yet within days, the Volvo share price began to climb, and - despite fluctuations - it still stands more than 60 per cent above the level of a year ago. The company has been buoyed by a spectacular recovery in profits, with operating income jumping to SKr6.6bn in the first nine months of 1994, compared with only SKr4.5bn a year ago.

It is an unlikely change of fortune for Volvo. The company had spent three-and-a-half years explaining that pressures in the world auto industry - such as rising development costs, globalisation and overcapacity - meant that it could not survive alone. It needed a partner, said Mr Gyllenhammar, and Renault, the French state-owned car-maker, fitted the bill.

The merger plans collapsed because shareholders and managers were concerned that Volvo had been undervalued in the deal, and that the partnership was turning into a takeover by Renault, a company that would still be under French state control.

Mr Gyllenhammar condemned the critics of his vision as guilty of "turning their backs on Europe and the world". They had "reduced the probability of Volvo's long-term survival", crushed the organisation and wounded the company, he said.

A year on, Mr Gyllenhammar's condemnation of the failure of the merger looks hollow. Volvo has bounced back, surprised by what many in Sweden see as an escape from Renault's clutches.

The company is setting the pace as the European truck industry emerges unsteadily from recession. Its order book for trucks has doubled in the past 12 months and production of its Volvo brand trucks is running at a level 60 per cent higher than in the depth of the recession in mid-1993.

Volvo car sales worldwide were 15 per cent higher in the first nine months of this year, and it has increased both sales and share in most of its markets from Europe to Japan and the US.

The Gyllenhammar era was dominated by repeated attempts at diversification and alliances aimed at spreading the risks of operating in as cyclical a sector as the automotive industry. This included ventures into such disparate sectors as oil, food, biotechnology and pharmaceuticals.

Now the focus is almost exclusively automotive, and the decks are being cleared of other interests. Deprived of the Renault option, "it was not difficult to know that this was the best strategy for Volvo", says Mr Sören Gyll, Volvo's

Volvo, the Swedish vehicle manufacturer, is thriving after the collapse of its alliance plans with Renault, says Kevin Done

Up to speed once again

Volvo staying single



Truck deliveries, annualised rate '000 units

Retail car sales, annualised rate '000 units

Group operating profit, SKr bn

Share price, SKr

Quarterly figures

Rolling 12 month figures

Source: Volvo, Denmark

Source: Volvo, Denmark

chief executive. He is, ironically, the man brought in to Volvo in 1982 to head its non-automotive businesses while Mr Gyllenhammar concentrated on the alliance with Renault.

Earlier this year, shareholders approved a programme that will: ● Concentrate on cars and commercial vehicles (it will also retain aero and marine engine activities). ● Strengthen the balance sheet. ● Regain control over the strategic operations in cars and trucks. ● Pursue an aggressive new product development programme, while raising its cost effectiveness and exploiting more fully the strength of the Volvo brand name.

Swift progress has already been made on some of these aims. The group's non-automotive interests have been placed in a separate unit, called Fortox, with a divestment programme that should be complete by the end of 1996.

Volvo's 44 per cent stake in Cardo, the Swedish investment company, 26 per cent stake in Hertz, the car rental group, and some other activities have already been sold off, raising SKr3.3bn this year. Divestment proceeds could quadruple once the sell-off of other non-core interests is completed. These include BCP, its food and drinks subsidiary, Alfred Berg, the investment bank, and a 28 per cent stake in Pharmacia, one of the world's top 20 pharmaceutical companies.

The group's balance sheet is improving rapidly. Net debt was driven down from SKr14.5bn at the end of last year to SKr7.0bn at the end of September. The group's equity-to-assets ratio has risen from 31 per cent to 30 per cent.

Financial strength is crucial, if Volvo is to stand aloof from big alliances and mergers. The formidable cost of developing new vehicles alone has threatened before to be the group's undoing.

"We want to be sure we have the finances available for product programmes with all the options open," says Mr Gyll. "And if we want to do joint ventures or deals, financial strength is extremely important."

Over the year Volvo has regained full control of its car and commercial operations. The recent partial privatisation of Renault allowed Volvo to buy back the 45 per cent stake in its truck operations held by the French group.

But while dissolving the alliance

and launching the divestment programme have gone smoothly, Volvo is only gradually piecing together its new industrial strategy.

To prepare its next moves, Volvo has undertaken one of the most ambitious benchmark studies ever done in the auto industry. This will compare the company's practices with the most efficient among its competitors to bring its stan-

dards up to the level of the best.

"We have the challenge of plotting the position we want to be in in the year 2000," says Mr Mats Ringsten, Volvo senior vice-president for corporate strategy and business development. "We are going through the business from A to Z."

The studies have shown that Volvo's average profitability has been "OK" over the past two decades,

says Mr Ringsten, but its performance has been erratic. The vulnerability has come from the sharp swings in sales volumes in the car business and from the impact of ill-timed and inefficient new product development programmes.

For the short-term, the outlook is positive. Volvo is benefiting from the tough cost-cutting programmes it was forced to implement during the recession, as well as from an upturn in its main markets and the favourable response to new car and truck products launched in the past two years.

For the longer term, the strategies to reduce the vulnerability caused by its size and independence will not be finalised for several months. But a more aggressive direction is becoming clear - particularly in the truck sector, where Volvo has its main strength.

The truck operations are poised to embark on a far-reaching expansion in Europe and Asia. The ambitious plans include a new range of trucks to allow Volvo to enter the European light truck market for the first time.

The company is planning to establish a joint venture in China, that would add an Asian production centre to its three regional truck manufacturing operations in Europe and North and South America. Asia is Volvo's "number one priority" in the geographic expansion of truck operations, says Mr Karl-Erik Trogén, chief executive of Volvo Trucks. The way forward is more tricky in car manufacturing, where Volvo is one of the smallest producers in the mainstream car industry.

"We have a strong brand name," says Mr Per-Erik Mohlin, president of Volvo Car, "and the values of tomorrow are coming closer to Volvo in terms of safety and environmental concerns."

Volvo is strong in the "family market", he says, but it must broaden its customer base to gain more "pre-family" and "post-family" buyers. Mr Mohlin believes this can be done by developing a wider range of products, based on two basic chassis platforms, rather than the three currently in use.

"We know it is possible to develop more cars from a single platform," he says. "The trick is to utilise common components but to differentiate the products."

According to Mr Ringsten, Volvo will still seek low-level collaboration with other companies, but without the "corporate alliances with share swaps" involved in the Renault alliance.

There is already one important partnership, a joint venture in the Netherlands with Mitsubishi Motors, to provide Volvo with a replacement for its current 400 medium car range in 1996.

Mr Mohlin's task is to plot a cost-effective way of replacing the rest of the Volvo car range towards the end of the decade. It is the key to the group's future success as a focused automotive group - and it has eluded Volvo in the past.

reassured by Mr Gyll's firm approach. When it emerged last year that Mr Gyll and his senior colleagues shared their opposition to the merger, the shareholders were happy to see them continue to manage the company.

Mr Gyll, 54, has quickly emerged as the new dominant figure at Volvo. Although his only previous experience of the motor industry was a short spell as a car salesman in his youth, his record of restructuring Procordia is said by his supporters to equip him well for the task of refocusing Volvo on its core vehicle operations and shedding its non-core interests.

Mr Gyll has been careful to avoid direct criticisms of a man who was "Mr Volvo" for 22 years. But he has no hesitation in agreeing that Volvo is undergoing a change in culture. "I hope so," he says. "At the moment we are working hard on that. A company doesn't work if it doesn't have open communication between people."

Insuring the uninsurable

The safety net which insurance hangs under the risks of running a business is looking pretty ragged across much of the world. As insurance and reinsurance for next year are negotiated, many businesses are finding that the cost of securing cover is rising steeply. The upwards pressure on rates has been restrained by competition; reinsurance markets are currently flush with funds, partly because there have been relatively few natural disasters in the past two years. Nonetheless, some categories of risk are beginning to seem uninsurable, even where cover is a legal requirement. In others, only partial cover is obtainable.

The areas proving most troublesome to price are those where the costs are potentially huge, even if the probability of the event is low. Such cases crop up most frequently under legislation for environmental protection, and health and safety. Yesterday UK government officials and insurers met to discuss the industry's plans to limit the coverage they will offer companies against the risk of death or injury to employees, even though this could put companies in breach of employment laws.

These issues are not new. But they have grown more pressing, partly because of the size and unpredictability of damages awarded by the courts against companies. The problem is particularly acute in the US, where punitive damages are frequently awarded, and where the size of those damages can be determined by juries. In September a federal jury awarded \$5bn in punitive damages against Exxon, the US oil group, for the sinking of its tanker off Alaska in 1989, even though Exxon had already spent \$3bn cleaning up the coast.

Contaminated land

The spectacle of such awards has itself inflamed the trend towards litigiousness in the US and beyond. Meanwhile, proposals for new regulation - such as the UK's plans for allocating responsibility for contaminated land, which could greatly increase companies' liabilities - have further stirred the anxiety of insurers.

The industry may well be guilty of exaggerating its grounds for concern. In particular, interna-

tional reinsurers have tended to project their fears about US risk on to business in other countries, while some insurers have used the unproven theory of global warming to justify higher rates for storm cover.

Whether or not the insurers are guilty of exaggeration, these trends mean that an increasing amount of business activity could end up uninsured. One consequence is that companies which have huge damages awarded against them will more frequently go bankrupt. Another is that some businesses may be abandoned altogether.

Uncertain solution

What can be done to stitch up the holes in the insurance net? The likely liabilities may become more predictable and insurance easier to price, as courts establish a longer record of precedents. But that is a lengthy and uncertain solution. An alternative route would be for courts or legislators to limit potential punitive damages, and restrict any charges to the costs of repairing or compensating for the harm done.

Even then, some liabilities may be uninsurable - accidents involving nuclear reactors, for example. Equally, companies may find themselves unable to secure adequate insurance against certain risks - terrorism being an obvious case. The UK government picked up the difference between insurance cover and the cost of damage inflicted by terrorist bombs on City of London skyscrapers. It did so, albeit reluctantly, because of concern for the City's future. In this way, governments may be obliged to accept the role of co-insurer where the insurance industry will not accept the full risk.

The most practical conclusion, however, is that governments should give more thought to the costs of compliance when they draft legislation. US environmental and asbestos claims have, for example, already wiped out many syndicates at Lloyd's of London. If the Superfund legislation of the US on contaminated land were fully enforced, many companies, insurers and possibly even banks would shut down. The safety net provided by the world's insurance industry cannot be expanded without limit if it is not to tear.

The man is the message

Hugh Carnegie on a change of corporate culture

One of the first things Mr Sören Gyll ordered at Volvo after the sudden departure of Mr Pehr Gyllenhammar as chairman was the opening of the big double doors that lead from the lobby at Volvo's hilltop headquarters outside Gothenburg into the inner sanctum of executive management offices.

The opening of the doors, previously closed to all but a chosen few, granted a coded key card, was intended to symbolise a more accessible style of management in a company dominated by Mr Gyllenhammar for more than two decades. "Such things are small details," says Mr Gyll, Volvo's chief executive. "But they send signals."

Mr Gyll is seeking a change of culture at Volvo to match the wholesale change of strategy undertaken since the breakdown of the merger with Renault. The emphasis is on openness and dialogue. Under Mr Gyllenhammar, whose authoritarian style earned

him the nickname "the Kaiser", strategy and orders came from only one quarter, the top.

Since the merger fiasco, Mr Gyll has consolidated his position at the head of a senior management team that has undergone remarkably few changes given the trauma the company underwent.

Most of the present Volvo executive management team were closely involved in the merger plan, and two of its members were to have been top-level executives in the merged Renault-Volvo. Like Mr Gyll, they took part in the public battle to win approval for the merger, advocating its merits.

Yet in the end several top managers joined an internal revolt which, once endorsed by Mr Gyll, deliv-

ered the coup de grace to the merger. The way some team members quickly embraced a strategy entirely at odds with the one to which they had previously been committed might have strained their credibility, but they have retained the confidence of investors and of the new board headed by Mr Bert-Olof Svanholm, chief executive of the Swedish arm of Asea Brown Boveri, the Swiss-Swedish engineering group.

The main reason for this may lie with the burly, shirt-sleeved Mr Gyll. He was hired by Mr Gyllenhammar in May 1992 from Procordia, a food and drugs conglomerate then jointly controlled by Volvo and the Swedish state.

Under Mr Gyllenhammar's active executive chairmanship, Volvo had run through four chief executives in eight years. But by the time the Renault merger was announced in September 1993, Mr Gyll had managed to assert a strong authority over Volvo's senior managers, who responded to his straight-talking, open style.

"The management team had become Sören's team," says Mr Mats Ringsten, now head of Volvo group strategy after being brought by Mr Gyll from Procordia. "It was a Volvo team, but with Sören at the helm - and it was that total team that transformed its opinion (of the merger)."

Shareholders worried by the deep slide into losses Volvo had experienced in the early 1990s were also

reassured by Mr Gyll's firm approach. When it emerged last year that Mr Gyll and his senior colleagues shared their opposition to the merger, the shareholders were happy to see them continue to manage the company.

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contract, by Mexican plutocrat Roberto Hernandez, who runs the Banamex financial group. Aspe's availability is also endangering a certain amount of excitement on Wall Street - though it is not known if he would condescend to work for the gringos.

In any event, Aspe has not, unlike many of his predecessors, left office fabulously wealthy. So a few years on a chunky salary would presumably be welcome - allowing him, for instance, to trade up from the holiday time share he has in Puerto Vallarta.

Barley high

Meanwhile, the Mexican financial daily El Economista reported that the country's farmers are fully behind the choice of Arturo Warman as minister of agriculture. "Warman is recognised as someone with experience in the field" the rest of the world will be relieved to hear.

PED-cure

Whitehall boffins have added another acronym to their extensive lexicon. PED preliminary exploratory dialogue - is the official euphemism for talks with Sinn Féin, set to start next week. Presumably we will know progress is being made when the boffins start referring to "ED" and eventually "D".

Amnesia on Lombard St

Normally bankers just love an excuse to celebrate. The Bank of England has been having heaps of fun celebrating its 300th birthday this year. Yesterday, the supposedly canny folk at the Bank of Scotland went one better by announcing plans to spend a whopping £2m on the bank's 300th anniversary next year.

Apart from organising all sorts of good deeds in the community, the Bank of Scotland has bought a tercentenary tapestry, commissioned two special histories and organised a competition to find a new pipe tune, the Bank of Scotland Tercentenary March.

It should not be too difficult for the Scots to come up with a more memorable tune than the Geoffrey Burgon number specially commissioned by the Bank of England for its 300th bash.

All this jollity from north of the border raises the question as to what exactly happened to Barclays Bank's 300th birthday party. Depending on who you talk to, Barclays was founded in 1690 or 1692.

However, its tercentenary seems to have come and gone unnoticed, and it has crept back into its brand new headquarters at 54 Lombard Street without so much as a whiff of a cocktail party.

Not the sort of thing that would

have happened once upon a time, when Barclays took pride in itself.

On the ROCs

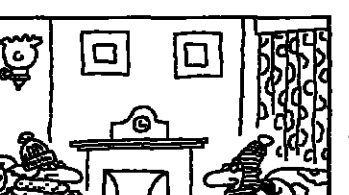
Britain may not yet recognise the People's Republic of China in the political arena, but the powers that be have at last sanctioned an official trading relationship with Taiwan. At the end of the month, the Department of Trade and Industry takes over the functions of the independent Anglo-Taiwan Trade Committee, which has been busily promoting UK trade for 20 years from its office in deepest Croydon. Given that the latter fostered trade in a host of exports from Scotch whisky to railway rolling stock, and managed to create the largest overseas market for Montego cars, the DTI may find it a hard act to follow.

Jordan's crossing

At long last a British union boss is not having to take up a full-time post in an international organisation. Bill Jordan, current president of the AEEU electrical and engineering union, appears to have secured the necessary votes to become general secretary of the Brussels-based International Confederation of Free Trade Unions.

This will come as a relief to the TUC which has been lobbying hard to get a Brit into the job. The

OBSERVER



"It's my turn to cuddle the tortoise"

ICFTU was born out of the Cold War in 1949 originally as an anti-Communist front for trade unions from the western world and for a long time it was concerned mainly in battling for free trade unions in the Soviet Union. Since the fall of the Berlin Wall, the ICFTU has been trying to find a new role championing trade union rights around the world. The 58-year-old Jordan loves globe-trotting - he was in India recently on a British trade mission. But the ICFTU is more than just a source of junkets for ageing union bosses. He believes it has a vital role to play, particularly in pushing for union freedoms in the

developing countries. Jordan's departure will trigger a bitter power struggle in the AEEU. The first candidate to declare an interest in the presidency is executive member John Weakley but left-winger Jimmy Airlie is also getting in trim for the battle ahead.

Dog eat dog

Andrew Lee paper's famous puppy could be headed for a run-in with the TV watchdog. The latest UK advertisement, promoting "squeezably soft" paper, shows children cuddling a newly-purchased puppy. So what? Well, the Canine Defence League is up in arms, and there have been over 40 complaints to the Independent Television Commission, according to the trade journal Campaign. Many of the latter were worried that families might be thereby encouraged to give puppies as Christmas presents. Three accused Andrew of condoning the squeezing of puppies.

Aspirational

Headhunters' delight on the Mexican job market these days is Pedro Aspe, Mexico's long-standing finance minister left out of Ernesto Zedillo's new cabinet, seemingly at his own behest. Aspe, who had aspired to Zedillo's job himself, is apparently being courted, for a lucrative 10-year

UK government to open talks with Irish Sinn Féin next week

By David Owen and Jimmy Burns
 in London and George Graham
 in Washington

The UK government is to begin talks with Sinn Féin, the IRA's political wing, on Wednesday. The move will start an important phase of the Northern Ireland peace process.

The announcement - made in a letter to Mr Gerry Adams, the Sinn Féin president, from a senior government official - came three months to the day after the IRA's ceasefire.

Decommissioning of paramilitary arsenals will be top of the agenda in the talks, intended to start bringing Sinn Féin into the political mainstream.

The Sinn Féin team is to be led by Mr Martin McGuinness, a vice-president in the organisation. Mr Quentin Thomas, the Number Two civil servant in the Northern Ireland Office, will lead

the government's team. The talks will be held in Belfast, probably at Stormont.

Yesterday's announcement of an earlier-than-expected date for the talks came as the government appeared to bow to US pressure over whether Sinn Féin members would be invited to an important Belfast investment conference this month.

Washington officials cautious on Ireland Page 8

Several US institutions and corporations had threatened to boycott the conference unless Sinn Féin was included.

Congressional supporters of the Irish Republicans urged the US administration not to allow Mr Ron Brown, US commerce secretary, to attend the conference unless the British government invited Mr Adams.

Yesterday the government said a handful of Sinn Féin councillors would after all be invited in their capacity as members of two local council committees.

The decision is thought to have had an important bearing on the starting date of preliminary talks with Sinn Féin, in effect entailing that they had to get under way before the conference on December 13 and 14.

Ulster Unionists and some senior Conservatives were under the impression until very recently that the talks would begin only just before Christmas.

Reaction to yesterday's announcement was mixed. Rev Ian Paisley, leader of the hardline Democratic Unionist party, said the decision to hold talks with

the "men of blood" was "highly resented". But the move was welcomed by Ms Marjorie Mowlam, the opposition Labour party's Northern Ireland spokeswoman.

In Washington, President Bill Clinton welcomed the announcement, saying that a just and lasting settlement in Northern Ireland was "finally within reach".

Separately, he announced the appointment of Senator George Mitchell, the retiring leader of the Democratic Senate majority, to be his special adviser on Ulster economic initiatives.

The Commerce Department said Mr Brown definitely planned to attend the conference. Mr Mitchell will consider attending.

The issue became entangled with negotiations over Mr Adams's visit to Washington next week, although the UK has not sought to dissuade the US from granting Mr Adams another visa.

Russia in new plea for peace as it masses troops on Chechen border

By John Thornhill in Moscow

President Boris Yeltsin of Russia last night reissued an ultimatum to the warring factions in Chechnya to stop fighting as Russian troops massed on the borders of the breakaway Caucasian republic. But he withdrew an earlier threat to impose a state of emergency in Chechnya, leading to hopes that a peaceful solution could still be found to the crisis.

A Russian parliamentary delegation, led by Mr Sergei Yushenkov, head of the defence committee, yesterday held talks with senior Chechen government officials in the capital, Grozny. Before leaving Moscow, Mr Yushenkov said his aim was to prove that "by peaceful means it is possible to attain greater results than by using force" and to help release up to 70 Russian fighters who were captured in recent fighting in Chechnya and threatened with execution.

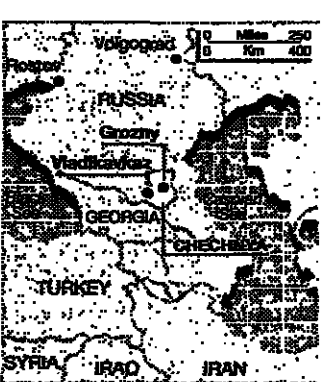
It is believed that Mr Yushen-

kov met Mr Viktor Chernomyrdin, the Russian prime minister, on Wednesday and received the government's blessing for his peace mission.

Chechnya, an oil-rich region of 1m on the edge of the Caucasus mountains, has defied Moscow's will for two centuries, boasting a tradition of fierce independence.

Despite Mr Yeltsin's ultimatum, fighting continued in Chechnya yesterday with unidentified aircraft opening fire on a disused airstrip in Grozny killing at least one person and badly injuring two children. Other aircraft swooped over the city dropping leaflets urging the Chechen government forces to lay down their arms.

But President Dzhokhar Dudayev, the Chechen leader, who declared independence from Moscow three years ago, continued to express defiance yesterday. Speaking at a press conference in the basement of the presidential palace, Mr Dudayev



read out a letter from demonstrators demanding that one Russian soldier be killed every time a warplane flew over Grozny.

According to news agency reports, Mr Shamsedin Yusuf, the Chechen foreign minister, said: "We will fight until we die. We will go to the grave here."

Russia has long supported Chechen opposition forces seek-

ing to overthrow Mr Dudayev but has refrained from direct intervention for fear of becoming embroiled in a protracted conflict. Chechnya's leaders have promised the region would become a "second Afghanistan" if Moscow sent in troops, and threatened to unleash a terrorist campaign throughout Russia.

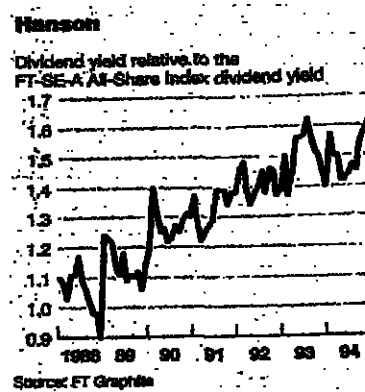
Mr Yeltsin has promised decisive measures to resolve the unrest in Chechnya and ensure the release of the Russian captives, whose plight has touched a raw public nerve. "The president shares with all his heart the worries of the relatives... of Russian servicemen held in Chechnya," his press spokesman said.

Western diplomats in Moscow thought it significant that Mr Yeltsin's ultimatum omitted the previous threat to declare a state of emergency and suggested it either signified a toning down of the rhetoric, military disinformation, or confusion in the president's press department.

Quantum leaps

THE LEX COLUMN

FT-SE Index: 3039.6 (-41.8)



Source: FT Graphix

The rebound in profits at Quantum Chemical Corporation has proved stronger than Hanson anticipated when it made the acquisition last year. After appearing to lose its touch with other recent transactions, Hanson has once again timed a deal to perfection. The purchase looks set to sustain annual earnings growth for the group at well over 20 per cent for the next two years.

The problem is that the Quantum deal has brought not just short-term dynamism to Hanson's earnings. It has also turned Hanson into a more cyclical company than it was. Profits which are rising sharply will one day drop just as rapidly, if not more so. This fear has driven Hanson's shares down by 17 per cent against the market in the past year, forcing the yield to a significant premium. If earnings growth enabled Hanson to pay higher dividends than the market, the historic yield of more than 6 per cent would be a strong signal to buy the shares. But earnings growth is unlikely to prove sustainable beyond a peak in two to three years' time.

Moreover, post-tax operating cash flow was only \$32m - less than the dividend payment of \$56m. The second half showed an improvement over the first and that is set to continue. But it is unlikely to do so strongly enough to allow Hanson to increase its dividends aggressively at the same time as rebuilding cover. Hanson's shares have outperformed over the last month and were resilient yesterday as the market fell. This is appropriate, given the group's success with Quantum. But a more far-reaching re-rating will be hard to achieve.

fact that it will experience a "modest" cash outflow, because the special dividend to be paid to the re-cs from the Grid will not quite cover capital gains tax and rebates to customers. The temptation might have been to keep a few Grid shares and then sell them in the market to cover any cash shortfall. Again, all re-cs are so overcapitalised that they should follow Seaboard's practice. Where Seaboard was disappointed in refusing to promise future share buy-backs or special dividends, Seaboard and other re-cs could easily live with gearing over 50 per cent, which would imply returning cash to shareholders much more aggressively than hitherto. One hopes the management's coyness merely reflects a desire to keep a third cheer up its sleeve for the moment.

UK electricity

Seaboard deserves two cheers for advancing shareholder interests. The first cheer is for yesterday's 21 per cent increase in its interim dividend per share. Such an increase may not have been hard to finance, given its cash pile. The temptation could have been to raise the dividend by the 17 per cent which prevailed last year. The total sum paid out has, in fact, gone up 17 per cent; but because the company also recently bought back 5 per cent of its equity, dividends per share rose more. Where Seaboard has shown the way, other electricity companies would do well to follow.

The second cheer is for Seaboard's statement that it plans to distribute all its stock in the National Grid direct to its shareholders. That is despite the

Grand Metropolitan

There was nothing sinister about the revelation that Grand Metropolitan earned \$64m in operating profits from the sale of Burger King restaurants to franchisees last year. But the figure was higher than expected and arguably should have been taken below the line as the profits did not arise from normal trading. It raised a question-mark about the quality of the group's profits from food - otherwise one of the highlights of yesterday's figures.

Strong cash-flow was another plus point, but this was outweighed by the poor performance from drinks. Here, operating profits dropped 8 per cent overall, with a fall of 4 per cent in the US. Special factors, such as a major destocking, help explain this. But the data underscored just how difficult

conditions are in the international drinks markets. The pick-up in the US economy has not led to any corresponding increase in prices. They rose by a modest 1 per cent worldwide, denying the group the benefits of inflation-driven operational gearing. High marketing expenditure could not fend off the pricing pressure. The group plans to step up its marketing expenditure but so great are the competitive pressures that this cannot be expected to trigger a surge in prices.

Under the circumstances, Grand Met's lowly rating compared to Allied Domecq or Guinness is not a compelling argument for buying Grand Met's shares. A narrowing of the differential is as likely to come from a de-rating of the other companies' shares as from a revaluation of Grand Met.

So far, the stock's performance is justified. It is unusually conservative when valuing its assets and making provisions for businesses that might go under. That means that when divesting equity stakes, the sums it receives are on average considerably higher than book value. Such capital gains might have been undermined by the current disenchantment with floatations, but trade sales are more than compensating.

The shares have also been buoyed by its businesses' growth prospects. Small companies are expected by some to post earnings growth three times that of Footsie stocks next year and twice as great in 1996. In the long term, the group's development is underpinned by its ambition to repeat its UK success elsewhere in Europe. It has forged ahead with plans to set up a fund management scheme for several continental markets.

Concerns remain, however. The recovery may already have been anticipated in the price. Moreover, a shadow is likely to be cast over the stock by fears that the banks, which still control 50 per cent of 3i's equity, will be tempted to sell their remaining stake when they can next June.

Foreign investors boost British holdings

By Gillian Tett and Norma Cohen
 in London

Foreign ownership of shares in British companies rose significantly last year, for the fourth successive year, official figures yesterday showed.

With most of this growth coming from US investors, the figures provide a further indication that the movement of US money abroad is having a significant effect on the UK market.

Britain's Central Statistical Office said overseas investors were estimated to have held 16.3 per cent of the total number of shares on the UK stock market last year. These holdings were

US money has important role in UK

worth about £130.2bn (\$213.5bn) at the end of 1993, 49.6 per cent up on the previous year. US investors accounted for almost half of all overseas investment in the UK market at the

US investors turn to UK option Page 8

end of 1993. The shift abroad was part of a trend towards greater asset diversification. Total US investment rose to at least \$49.2bn in 1993, up from \$37.1bn in the previous year. The figures also suggest for-

ign investors are buying the UK shares with the highest market capitalisation.

Mr Jim Waterman, senior vice-president at InterSec Research, a US-based consulting

firm which tracks pension fund investment, suggested this was because US fund managers are building portfolios modelled on stock indices. These are made up mostly of the biggest shares. Foreign interest in the UK has

risen sharply from 1992 when overseas investors owned £80.7bn worth of stock, 13.2 per cent of the total number of shares.

UK pension funds continued to be the largest owners of UK shares last year, although their holdings fell slightly.

The holdings of individual British investors fell in 1993 to 17.7 per cent of total equity, down from 20.4 per cent in 1992.

Unit trusts, which represent individual shareholders, held 6.6 per cent of all equities.

The data were collected by surveying the share registers of 79 companies, and then extrapolating the results to cover the entire stock market.

FT WEATHER GUIDE

Europe today

The continent will have generally fair conditions, with light to moderate winds and plenty of sunshine. There will however be areas of persistent low cloud and fog, especially in the deeper valleys and lowlands.

England will have a mixture of sunshine, fog and low clouds as a frontal zone causes rain in Ireland and western Scotland. Wintry conditions will prevail over Russia and northern Scandinavia. Russia will have cloud with some snow. Cold air will also flow into Turkey and the eastern Mediterranean area. The Black Sea and the Mediterranean will have showers, sometimes with thunder, while on the higher ground in that region snow will fall. In a few places, a gale force north-easterly wind will blow.

Five-day forecast

Conditions in north-western Europe will become more unsettled with periods of showery rain and occasionally high winds. Afternoon temperatures will be above the seasonal norm. Conditions in the eastern Mediterranean will improve. After the weekend, it will become mainly dry with periods of sunshine. South-western Europe will have fair conditions with long sunny spells. Russia will remain wintry.

TODAY'S TEMPERATURES

Location	Temp	Location	Temp	Location	Temp
Abu Dhabi	sun 28	Beijing	sun 3	Caracas	sun 29
Accra	sun 32	Belfast	rain 12	Casablanca	sun 11
Algiers	sun 21	Bombay	sun 28	Cebu	sun 29
Amsterdam	cloudy 9	Buenos Aires	sun 22	Chicago	sun 13
Athens	showers 18	Calcutta	sun 33	Cologne	cloudy 8
Atlanta	sun 18	Dakar	sun 22	Dubai	sun 28
B. Aires	cloudy 14	Delhi	sun 24	Hankow	sun 24
Bham	cloudy 12	Dubai	sun 28	Hong Kong	sun 24
Bangkok	sun 33	Edinburgh	sun 9	Houston	sun 27
Barcelona	sun 17	Geneva	sun 11	Los Angeles	sun 20
		Guangzhou	sun 28	Manila	sun 28
		Hong Kong	sun 24	Mexico City	sun 22
		Kuala Lumpur	sun 28	Moscow	sun 1
		London	sun 12	Mumbai	sun 28
		Luxembourg	sun 12	Nairobi	sun 28
		Madrid	sun 21	Paris	sun 12
		Manila	sun 28	Peking	sun 2
		Medan	sun 28	Rangoon	sun 31
		Montreal	sun 1	Reykjavik	sun 7
		Muscat	sun 28	Rio de Janeiro	sun 28
		Nassau	sun 28	S. Francisco	sun 13
		New York	sun 13	Seoul	sun 4
		Osaka	sun 13	Singapore	sun 30
		Perth	sun 13	Stockholm	sun 5
		Port of Spain	sun 28	Strasbourg	sun 7
		Prague	sun 1	Sydney	sun 21
		Qatar	sun 28	Taipei	sun 20
		Qingdao	sun 1	Tel Aviv	sun 14
		Rangoon	sun 31	Tokyo	sun 18
		Reykjavik	sun 7	Vancouver	sun 5
		Rio de Janeiro	sun 28	Verona	sun 9
		S. Francisco	sun 13	Warsaw	sun 0
		Seoul	sun 4	Washington	sun 16
		Singapore	sun 30	Wellington	sun 14
		Stockholm	sun 5	Winnipeg	sun -2
		Strasbourg	sun 7	Zurich	sun 7
		Sydney	sun 21		
		Taipei	sun 20		
		Tel Aviv	sun 14		
		Tokyo	sun 18		
		Vancouver	sun 5		
		Verona	sun 9		
		Warsaw	sun 0		
		Washington	sun 16		
		Wellington	sun 14		
		Winnipeg	sun -2		
		Zurich	sun 7		

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صباحنا من الامم

Jobs: Preparing expatriate packages is challenging the expertise of human resource management

Overseas gravy train may be running out of steam

Expatriate employment deals once one of the best ways for individual employees to get rich on their own account – appear to be undergoing something of an upheaval across Europe among many multinational companies, according to the findings of some recent reports.

Renting out your house while you are away, living off expenses and paid schooling for the children have all been traditional ways of saving money when on expatriate assignments. But companies, increasingly aware of such costs and savings, are becoming more interested in taking them into account when preparing expatriate packages.

Prof Chris Brewster, professor of European Human Resource Management at Cranfield University School of Management, said: "People are realising that the whole deal is negotiable and that factors other than cost of living may be involved."

Expatriates, he said, tended to cost four times more than the outlay for local staff.

"These are the most expensive of employees but probably less time is

spent strategically thinking about their roles than on anyone else in the staffing system," he said.

An Ernst & Young report, drawn from a survey of some 427 multinational companies with operations across Europe, found many employers were cracking down on the packages as they expanded their expatriate workforces.

A third of the employers said they expected to be changing the basis for paying their salaries, mostly moving towards paying host country rates often lower than those at the home base. Almost half the employers said they expected more of their expatriate employees to accept host country contracts within the next three years.

Michael Kaitz, a partner at Ernst & Young specialising in expatriate services, said companies were placing "tremendous emphasis" on reducing the cost of traditional expatriates. He said: "The normal practice of retaining expats on home country packages will become a thing of the past as employers integrate expats into the local workforce."

About 40 per cent of the employ-

ers wanted policy changes on expatriate career development to address such issues as cost containment, dual careers, repatriation, moves within Europe and taxation. "Companies have to give more thought about what their individual expatriate employees are going to do when their assignment is over," said Kaitz.

Ernst & Young also gave an insight into some of the other deals made available to expatriates. Of the companies offering a pre-assignment trip, 50 per cent included the partner and 31 per cent the whole family. Almost all the employers provided home leave visits, with 15 per cent of them offering more than one paid home visit per year.

Nearly six in 10 of the employers expected their expatriates to contribute to their housing costs abroad. However, more than three-quarters of employers said they did not adjust pay to reflect a lower cost of living in a host country. Most provided additional health care and the vast majority provided educational assistance.

The underlying message from the study is that companies are at last

waking up to the changing nature of expatriate employment and its strain on the corporate budget.

Managements working on overseas assignments are also beginning to display greater awareness of the need to balance the social demands of families, not least those of the working wife. The costs of getting it wrong, both in potentially wrecked careers and to the company in moving people back, can be alarming.

A Europe-wide survey carried out for Mobile Europe by Employment Conditions Abroad, consultants on overseas assignment packages, found employers increasingly more willing to recognise the social and domestic concerns of employees sent abroad, such as care of elderly parents and children's schooling. Foreign postings were becoming shorter and employers more flexible in the way they put their packages together, it said.

Some 72 per cent of almost 200 who replied to the survey said they would now pay the cost of transferring non-married partners overseas, although no more than a quarter were yet willing to accept same-sex partners when staffing assignments.

Cranfield has found that many of the largest multinationals, including the oil companies, are trying to reduce their reliance on expatriate staff, recruiting more local expertise where they can. At the same time, more smaller companies are expanding overseas, adding perhaps one or two expatriate posts on staff.

The type of people taking expatriate assignments is changing too. Still predominantly male, they are tending to have better qualifications than previously, often possessing Master of Business Administration qualifications. Many also have wives pursuing careers, who do not see why they should drop their own jobs to follow their husbands abroad.

Such developments are leading to far more businesslike discussions between managements and prospective expatriate staff. Bargaining is becoming more common and market forces can have a decisive influence in recruitment decisions. For example, bio-technology graduates are in short supply in the UK compared to those in Italy, so at least one UK-based company is taking on

Italians for bio-technology posts. It can get them for less than it would need to pay UK candidates.

A need for better human resource management in the preparation of expatriate employees emerged in recent research carried out by Cranfield and the Centre for International Briefing at Farnham in Surrey. It discovered "a serious lack of knowledge about local business environments" among 205 large company senior managers moving overseas. About 70 per cent of them wanted more pre-departure training on local business law and practices. Most of those going outside western Europe and English-speaking countries were worried that they had received no host country language training.

While you have to wonder at the advisability of appointing anyone who thinks it is easy to ask a Moslem his Christian name – an admission of one of the respondents – one can sympathise with the manager who arrived in Tokyo and found to his consternation that a crash course in Japanese prior to going there was essential for such basics as shopping and travelling.

Managers were asking for "nuts and bolts" training covering law, dealing with business partners, local nationals and ordinary business etiquette. They stressed that preparation was equally or even more important for transfers to similar cultures, often because of different bureaucracies. The paperwork and permits demanded in the US were a common source of anguish.

A manager summarising a common lament in a part of the survey questionnaire left for general remarks, wrote: "One learned much on arrival. If we had known about some of it before, we might not have come."

A summary of the Ernst & Young report is available free from the firm, phone Sue Griffiths, tel 021 3618. The ECA managing mobility survey is available, price £400, from Amanda Dook, tel (0)11 351 7151. Details of the briefing report can be obtained from the Director of Marketing, The Centre for International Briefing, Farnham Castle, Farnham, Surrey GU9 0AG.

Richard Donkin

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Interested applicants should initially contact Sue Lintern at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH for an information pack quoting reference 212628.

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PROJECT DEVELOPMENT MANAGERS

Individuals selected for these key positions will manage the development process from project inception through to financial closing, including negotiating project agreements, such as power purchase, fuel supply, EPC and O&M contracts, securing all regulatory, administrative and environmental approvals and working closely with the Project Finance group to structure and arrange the financing.

These positions require strong technical and commercial skills, with a credible track record in the independent power business and a demonstrated ability to lead a development team which achieves results in a professional manner.

TECHNICAL DIRECTOR

We are seeking an experienced manager with in-depth knowledge in the design, construction and operation of fossil fuelled generating systems, who is proficient in performing feasibility and techno-economic studies, has the ability to work closely with resident and third party engineers, has comprehensive technical knowledge of power generating systems and has strong commercial and leadership skills.

Your responsibility will be to provide overall technical guidance to the Project Development and Project Finance groups in every phase of the development process including the evaluation and selection of generating systems, optimizing cycles, preparing fuel specifications and the technical input to EPC and O&M enquiry packages. The Technical Director will also assist in the preparation of proposals, provide technical oversight during development, construction and project operation phases and will select and manage the efforts of outside consultant and engineering firms.

These positions require formal technical and/or financial education. Specialized related training will be a plus.

We are an Equal Opportunity Employer. We offer competitive base salaries, attractive incentive compensation potential based on group and individual performance and a range of fringe benefits.

Extensive international travel may be required.

Send your C.V. with a covering letter to: Box A5010, Financial Times,
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If there is any organisation to whom you do not wish your C.V. to be sent,
please make this clear on your application.

Career opportunities in....

ASSET MANAGEMENT

We continue to see opportunities for experienced high calibre Fund Managers who can offer above average performance in a variety of markets. We believe that further opportunities will arise in the coming months. Current assignments include:

European Equities	-	Head of Department	£100,000
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Global Equities	-	German Specialist	£ 45,000
	-	Index Funds	£ 50,000
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	-	Marketing	£ 40,000
Emerging Markets	-	Asia, Africa, Middle	
	-	East	£ 35,000

For details of these and other opportunities, please contact
Martin Symon at the address below

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
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ASSISTANT FUND MANAGER

Age 24-29

Dublin IFSC

This medium sized Fund Management and Insurance Management Company, established in Dublin's IFSC 5 years ago, are expanding their fund management team by the appointment of an Assistant Fund Manager.

The successful candidate is likely to be a graduate with a minimum of two years experience in institutional fund management or active sales/trading in the European bond/currency markets.

Additional advantages would be either exposure to derivatives, IT implementation skills or a proficiency in German. The company will provide a competitive remuneration package, designed to attract high calibre individuals. Please send your CV by 7th December to:



Jim Kilwan
ICO Personnel
Management Services
132 Lower Baggot Street
Dublin 2
Fax: +353 1 676 8327

INVESTMENT BANKING Spain

Experienced financial analyst, with established network of contacts and currently revenue producing client base, seeks appointment with distinguished London-based financial house with the aim of making available investment banking services and financial advice to medium size Spanish quoted companies, institutional investors and private individuals.

Replies in the strictest confidence to Ph: 34-1-5720360
Fax: 34-1-5707199 Edificio Cuzco IV, Paseo de La Castellana 141,
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Joint Venture

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THE ROLE

- Work as part of a core team with the Chief Executive and Joint Venture partners in defining future strategy, product development and growth opportunities.
- Launch and manage a series of funds targeted at local retail and institutional investors, and non-resident investors. Develop a high-quality investment team with a strong research culture.
- Act as a local advisor to the substantial international India fund managed by one of the JV partners, and support the marketing activities of the firm, both locally and internationally.

THE QUALIFICATIONS

- Experienced international fund manager, probably aged mid 30s, with a sound performance record with a major institution in the US, Europe or Asia. Exposure to the emerging Asian markets is preferable, particularly the Sub-Continent.
- Proven familiarity with top-down asset allocation and bottom-up stock selection techniques. Disciplined investor who can bring international expertise and conviction to a developing market.
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- ◆ Extensive involvement in negotiation, financial risk mitigation and project implementation.

- ◆ Opportunity to extend expertise in international financing. Extensive exposure at senior levels within the company and with JV Partners, financial advisors, MLAs and ECAs.

QUALIFICATIONS

- ◆ Relevant experience of project or corporate finance acquired in either the corporate sector, a professional firm or banking.
- ◆ Outstanding graduates with relevant professional qualification or MBA. International experience highly desirable.
- ◆ Excellent financial, analytical and numeracy skills. Ability to solve complex problems. Team player.

Please send full cv, stating salary, ref CN4731, to NBS, 10 Arthur Street, London EC4R 9AY

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**Investment Analyst
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Kleinwort Benson Securities is a major UK securities house with highly regarded research which is distributed internationally to institutional clients. We are looking for an analyst to work with our Stores/Textiles team.

As a well qualified graduate, MBA or ACA you are likely to be aged around 25-30 with City experience. Thorough industry knowledge is desirable. This could have been gained within the industry, for example through strategic planning or business development, as an analyst, or through corporate advisory work. Strong analytical, written and communication skills are essential as is the desire to produce and market research which will become recognised.

If you are interested in this position please write to Carol Booth in Group Personnel at Kleinwort Benson Limited, 20 Fenchurch Street, London, EC3P 3DB.

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MARKET RISK ANALYST
Fixed Income Derivatives
(Growing range of Swaps, Options & Structured products)

International is a rapidly growing division of one of the fastest growing and highly rated financial institutions in London. The division is currently seeking a Market Risk Analyst to join its team. The successful candidate will be responsible for the analysis and pricing of fixed income derivatives, including swaps, options and structured products. They will also have extensive experience of the products as a USER.

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Team leader

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Our Client is a successful and rapidly expanding Fund Management Group with offices in the UK and overseas. They believe the principle of investing for growth applies equally to new recruits as funds under management.

Based in Scotland, you will report to the Investment Director and will be responsible for a small team of UK Equity Analysts.

Candidates are likely to be graduates with a minimum of 5 years working experience of equity analysis gained within a fundamental asset management institution or securities house. An aptitude for people management and Membership of the IIMR are desirable.

This is an important appointment within a highly progressive group and carries a comprehensive remuneration package including performance related bonus.

Those interested should send their Curriculum Vitae (including current package details) to: Richard A Fletcher, Managing Director, Fletcher Jones Ltd., 10 Castle Street, Edinburgh EH2 3AT. Telephone: 031-226 5709. Facsimile: 031-220 1940.

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JONES**

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**EUROPEAN INVESTMENT BANKING
COMPLIANCE OFFICER - SALARY NEG**

The company is a recently established securities house providing traditional investment banking products and services as well as specialist advice to clients seeking financing and asset management within Europe and the Emerging Markets.

As part of the core management team, the company wishes to recruit a Compliance Officer who will take functional responsibility for ensuring that all business practices and products adhere to SFA and IMRO regulations. The successful candidate will also supply practical input and technical advice to senior management concerning the Compliance implications relating to policy and strategy decisions.

Candidates, probably graduates with a professional qualification, will have at least three years' experience in the management of a relevant Compliance function. An in-depth knowledge of all Compliance regulations and experience in dealing with the appropriate regulators is essential, as are first class communications skills and a disciplined approach.

For further information, please telephone or write in strictest confidence to Alex Steele.

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Previous management experience within a Trust environment, and extensive knowledge of trust work, trust taxation and legacies is essential. Experience in accountancy would be advantageous.

Candidates require a confident and direct approach, well developed presentation and interpersonal skill and must be computer literate.

For further details please send a CV to: Linda Jordan FIPD, Personnel Manager, by 12th December 1994.

Interviews will be held on 4th & 5th January 1995. Reply to:

Charities Aid Foundation,
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The bank's treasury division is currently expanding its interest rate activities, and consequently seeks to appoint a Bond Trader with around three to four years' relevant experience to develop its business in the bond market. Graduate-calibre candidates must also demonstrate the broad knowledge of other financial instruments that will enable them to introduce new trading strategies.

The remuneration package will include all the benefits associated with a prestige financial institution. There are also excellent prospects of further career advancement.

To apply, please send your full CV (including details of present remuneration) to Media System, Garden House, Cloisters Business Centre, 8 Battersea Park Road, London SW8 4BG, quoting ref: 11603/FT on the envelope. Your application will be forwarded directly to our client for detailed consideration, unless marked "security check" and noting separately any companies to which it should not be sent.



MEDIA SYSTEM

TURKISH EQUITY ANALYST

Our client, a major European bank, seeks an Analyst to analyse the Turkish economy, stock market and companies and support the Primary Equity and Investment Banking Group in obtaining mandates in the Turkish public and private sectors.

The successful candidate will be educated to degree level in a relevant subject at a top western university and will be perfectly bilingual in spoken and written Turkish and English. The candidate will have at least 5 years professional experience in Turkey including working within Turkish corporate fiscal and accounting regimes including hyper-inflation area accounting. He/she will also be expert in the use of financial analysis, forecasting (including cash flow forecasting) and valuation skills to both US and European standards. Experience in both a multinational and local environment would be a distinct advantage, as would fluency in another European language.

The candidate is expected to have the potential, over time, to develop a small team of support staff to assist with expanding business in this sector and possibly other emerging markets. Prior experience in man-management would therefore be preferable.

Please write, enclosing your curriculum vitae, quoting Reference TEA304, to Steve Garlick at GMBM, 27 Floral Street, London WC2E 9DP.

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Head of Corporate Dealing Foreign Exchange

Cambridgeshire £30,000 plus Incentive Package

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The responsibilities of this demanding career role include:

- Implementing and monitoring the best dealing practice including risk and pricing management.
- Leading and motivating a team on excellence of customer service and successful deal decision-making.
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- Contributing to the management direction of the team and the growth of the business.

The successful candidate will have proven experience in dealing with Corporate Customers with a detailed understanding of the Forex markets, FX products and factors influencing market movements. Above all this position calls for a high degree of energy to work in a pressurised environment, excellent interpersonal skills and the ability to drive and direct a team.

Interested applicants should contact Caroline Banford at Banking Personnel, 41-42 London Wall, London EC2M 5TB or telephone her on 071 256 5866.

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£35,000 plus bonus

This is an excellent opportunity to join a major international bank's Project Finance team. The appointee will be responsible for the cashflow analysis of specific domestic and international projects within the energy, infrastructure and related sectors.

Candidates should be graduates, aged 24 to 28, who possess excellent computer modelling skills and two years' experience of complex non-standard financing transactions. It is anticipated that progress to a more transactional role can be made within 18 to 24 months.

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FG, the leading independent Madrid stockbroker, is seeking a senior equity institutional sales director to further develop FG's market penetration in the United Kingdom. FG has a considerable reputation for the quality of its Spanish equity research, for the efficiency of its trading teams and for its administrative back-up.

Applications are invited from candidates who have in-depth experience of selling to major institutional fund managers in the United Kingdom markets. The ability to work with highly motivated research analysts is more important than any previous experience of the Spanish Stock Markets. It is more important that candidates should be capable of interpreting details research and be lucid in explaining the underlying investment criteria. Whilst some knowledge of Spanish would be helpful the prevailing language of investment at FG is English and all research is published in English. In any case the right candidate would almost certainly pick up the necessary linguistic skills in a very short time.

The appointment is based in Madrid though considerable travel to the United Kingdom is envisaged. A substantial remuneration package will be available for the selected candidate. In the first instance apply in writing, with a copy of your CV to:

Ricardo Mandelbaum
FG Inversiones Bursátiles
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The position

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- To manage new and existing relationships between European clients and ourselves.
- To build the company's profile as a leading player in the market.

Qualifications

- Wide knowledge of the European banking environment and, in particular, currency, money and capital markets.
- An understanding and appreciation of the role of the moneybroker.
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The person

- The experience required suggests the candidate is likely to be a mature person with wide ranging contacts and experience.
- Self starter and ability to set own goals.
- Fluency in English and conversational ability in at least one other major European language.

Please send a full curriculum vitae to:

PO Box: A5011,
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Mercedes-Benz Finance Ltd provides a wide range of finance and leasing products to purchasers of Mercedes-Benz trucks and cars through our finance link system to Mercedes-Benz Dealers. Launched in 1990 and highly successful, the Company has a rapidly growing portfolio of \$500 million.

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Reporting to the Credit Manager your brief will include the evaluation and underwriting of credit proposals for the purchase of vehicles. Highly automated and working to deadlines, you must have a thoroughly balanced approach to lending and must be able to communicate your decisions clearly and objectively to Dealers.

Candidates should be educated to Degree level and hold a FMA Diploma or ACIB part I or II, and have relevant financial underwriting experience gained within a Bank or Finance House.

In return we offer excellent salary and benefits to someone with the drive and ability to make a contribution to a growing Company.

Interested? Then apply in writing to Janina Pownall,
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Commercial & Business Development Manager

BBC News & Current Affairs is seeking a bright, dynamic commercial manager with considerable experience in rights negotiation, editorial understanding and an innovative approach to multi-media development.

Leading a small team of business development managers, the postholder will work closely with BBC Worldwide - the commercial arm of the BBC - and the Rights Archive, to secure maximum exploitation of News & Current Affairs' programmes and products.

The postholder will have experience of drafting contracts and identifying primary and secondary rights; a deep knowledge of the broadcast news marketplace both here and abroad and a refined understanding of the potential for text and broadcast news services, using new technologies.

The position will be the focal point for all business ideas and projects within News & Current Affairs and the main point of contact for senior managers in BBC Worldwide. The jobholder will also undertake the market testing of programmes sales with external distributors and establish partnerships with appropriate external businesses.

He/she will be expected to lead the development and adaptation of a 10 year strategy; to develop a three year business plan and an annual budget with specific financial targets for News & Current Affairs' involvement in commercial markets.

Salary according to qualifications and experience. Based London.

For an application form send a postcard (quote ref. 17329/FT) to BBC Recruitment Services, PO Box 7000, London W12 7ZY. Tel: 081-749 7000 Minicall 081-752 5181 by December 7th. Application forms to be returned by December 12th.

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Maria Gligi, Personnel Officer,
The Bank of New York,
46 Berkeley Street, London W1X 6AA

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CITY

£35,000-£40,000 + BONUS

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Continued success and expansion has brought about an exciting and timely opportunity to join a highly respected organisation enabling you to develop or fully utilise your experience of all types of lending and treasury and derivative products.

Working in the credit and risk management department, this is an all encompassing role offering the opportunity to extend your knowledge across a broad spectrum of clients with exposure to major UK and European corporates and financial institutions.

Our client takes career progression seriously and candidates should have the desire and determination to respond to the challenge of working in a dynamic team orientated environment, offering exceptional opportunities for continued career progression.

Aged late 20's to 30's applicants will ideally be graduate bankers of ACIB qualified with a minimum of four years credit experience gained with an international or clearing bank.

If you doubt your long term career objectives will be met by your current employer, fax your CV or write in confidence including details of your current remuneration package to Peter Brooker, Associate Director.

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4th Floor, 2 London Wall Buildings, London EC2M 5PP. Tel: 071-628 7601. Fax: 071-638 2738

**Gordon Brown****Relationship Manager**

Asia/Pacific Securities Custody Services

One of the largest international banks, our client is now looking for a Relationship Manager to maximise the growth and profitability of its Asia/Pacific securities custody services throughout the UK and Europe.

It is a role that calls for initiative, creativity, commercial acumen - and the ability to develop business relationships with senior executives in the world's largest banks and securities houses.

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Along with sound banking and sales expertise, you must have a background in relationship management and a thorough knowledge of the securities custody sector - ideally relating to the Asia/Pacific markets. You must also be able to act independently, using your own initiative and judgement in our client's dynamic and increasingly competitive environment.

For the right person a competitive package will be offered including full banking benefits, and the chance to contribute to one of the fastest expanding services within our client's organisation.

To apply, please write with a full CV to Moxon Dolphin Kerby, 178-202 Great Portland Street, London W1N 6JJ, quoting reference 4595 and stating any companies to whom you do not wish your CV forwarded.

MOXON-DOLPHIN-KERBY

EXECUTIVE SEARCH & SELECTION

VENTURE CAPITAL ANALYST

Media/Telecoms Fund

London

Baring Communications Equity is Europe's largest media and communications venture capital fund. The fund is jointly managed by Baring Venture Partners Ltd and Communications Equity Associates Inc. We are seeking to recruit an analyst with a combination of intelligence and dedication, and offer commensurate rewards.

The Person

- Professional experience in finance, accounting and the communications industry.
- Personable, responsible team player with strong academic credentials (MBA/ACA/other)
- Languages (German, Spanish or French) and international business experience a strong plus
- Strong computer literacy
- Likely age 27-30

The Role

- Due diligence assignments on potential investments
- Research into media and telecoms markets
- Internal company projects.

Please apply in writing only, enclosing full curriculum vitae and salary history, to: Baring Communications Equity, 74 Brook Street, London W1V 1YD.

**PANMURE
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Panmure Gordon's increasing presence in the area of Market Strategy has given rise to the need for an Assistant Strategist. This role will support the Chief Economist/Strategist across a broad range of Economics and Strategy activities, but will focus especially on the development of new and existing products relating to the UK Equity Market.

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Written applications including a contact telephone number should be sent to: Valerie Peachey, Panmure Gordon & Co. Limited, 35 New Broad Street, London, EC2M 1NH.

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Exeter Asset Management Limited, a member of Exeter Investment Group, acts as investment manager for four quoted investment trusts and for the seven authorised unit trusts marketed by our sister company, Exeter Fund Managers Limited. Funds under management currently exceed £300 million.

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There is a generous remuneration package which includes a performance-related bonus and other banking benefits. If you feel you have the talent and skill to make a significant contribution to our development in these exciting new markets, please send your CV together with a covering letter to John Axworthy, Harrison Willis, Cardinal House, 39/40 Albemarle Street, London W1X 3FD. Tel 0171 629 4463. Fax: 0171 491 4705.

**INVESTMENT BANKING
ASSOCIATE
MEDIA & TELECOMS SECTOR**

Our client, a major European bank, seeks an Associate for its Media and Telecoms group to support the sectoral business development team.

The successful candidate will hold a good relevant first degree and an MBA from a top business school and will have a minimum of 5 years corporate finance experience in a leading investment bank, including participation in a US-style graduate training programme. A substantial proportion of this experience must have been gained in the media and telecoms sector and involve transactions both in the US and Europe, ideally of a cross-border nature.

The candidate must be fully familiar with all valuation and computer modelling techniques and have an established track record in the preparation and delivery of sophisticated presentations to international clients. Experience of successful execution of corporate finance transactions is also required.

The bias of the Bank's business is towards capital markets products and the candidate must therefore be sufficiently knowledgeable and experienced in equity and debt capital markets products to write presentations in this area and to answer technical questions from prospective clients.

Perfect written and spoken English is required as well as fluency in at least two other European languages.

Please write, enclosing your curriculum vitae, quoting reference IBA 403, to Steve Garlick at GMBM, 27 Floral Street, London WC2E 9DP.

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Suitable candidates will have outstanding qualities. You will have a blue chip background as well as a strong academic record including

ideally an MBA or Accounting qualification or similar. You will demonstrate high motivational qualities, a strong commercial outlook and be capable of inspiring confidence at all levels. You will be rewarded by a truly progressive career.

Interested candidates should write to Michael Herst or Charles Austin enclosing a full Curriculum Vitae quoting reference MH480 at Harrison Willis Search & Selection Partnership, Cardinal House, 39-40 Albemarle Street, London W1X 3FD.

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WILLIS**SEARCH & SELECTION
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You are a qualified accountant (preferably CA or CMA), early 30's with hands on approach, tour operating experience and proven computer expertise in both the accounting area and wider issues of travel computerisation.

Applications in writing with full cv and current salary details to

Box No. A5012, Financial Times,
One Southwark Bridge, London SE1 9HL.

Bond Trading Assistant

Competitive Package

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Applicants must have fluent Japanese and English as this role will involve regular contact with clients in Japan and the UK.

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Interested applicants should write, enclosing a current CV to

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Franklyn House, 3040 Bell Street, Nalgate, Surrey SM2 7BA.

ACCOUNTANCY

Clarke's 'lurker' worries insolvency experts

Jim Kelly reports on possible gaps in the chancellor's plan to keep threatened businesses afloat

Every budget contains what one partner at a Big Six firm this week described as a "lurker": the seemingly dull detail that will actually change people's lives far more than the trumpeted measures to promote jobs or increase savings.

It is part of the definition of such an issue that it is not apparent, and it is probably too early to say what Mr Kenneth Clarke's contribution to the species is likely to be. However, for accountants, the Budget held two small seeds of change.

Heralding a new "rescue culture" in insolvency, the chancellor said: "During the recent recession, businesses, particularly small businesses, were too often being closed down by their creditors and jobs lost before rescue options had been properly explored."

Mr Clarke explained that to give "management more time to order their affairs", a 28-day moratorium would be introduced, binding on all parties, during which rescue prospects could be evaluated and creditors possibly brought into an arrangement. The chancellor added: "We are also consulting further on a mechanism to help substitute equity for debt of firms in administration or receivership."

The details released by the Inland Revenue also contained the news that "individuals will now be able to have necessary expenditure which takes place after trading activities have ceased relieved for tax purposes against other income or capital gains."

"These measures," said Mr Clarke, "will contribute further to the creation of a rescue culture, discouraging

wasteful liquidation of sound businesses."

The announcement prompted several partners with the big firms to remark that this was all well and good, if a bit late, considering the position of the economy relative to the recession which brought about the problem. Insolvency practitioners might also argue that sound businesses are not lost. The ownership might change through the insolvency process but that is a different thing.

It looks as though practitioners, and others, will have to wait some time for the vital detail missing in the chancellor's statement. The paper on insolvency reform will possibly be with us by Christmas.

Mr Colin Bird, senior corporate recovery partner at Price Waterhouse, says that the corporate affairs minister Mr Jonathan Evans recently reported that, after lengthy consultation, there was a consensus in favour of the moratorium.

There was no consensus, however, on the position of the banks during such a moratorium. The control of assets during the moratorium period is crucial to the moratorium issue and no answer was provided by the chancellor. The British Bankers Association has already said it is unhappy with the moratorium and the possible curbs it would place on the power of banks to appoint receivers.

As Mr Bird, who is chairman of the insolvency committee of the Society of Practitioners in Insolvency, says: "You don't want to screw up the whole basis of lending by banks to small businesses in this country."

The issue of control during the moratorium is also central to concerns that such a measure might give unscrupulous directors the opportunity for fraud. Despite the chancellor's promise of "safeguards", the public interest issue will prove controversial. "This is a very draconian measure and safeguards are needed against possible abuse," says Mr Bird.

Other questions crowd in once the concept of a moratorium is accepted. Would a company's listing have to be suspended? "I can't imagine not," says Mr Bird, considering that the calling of a moratorium would have to represent the beginning of an insolvency period as creditors would not be paid during the 28 days.

The suggestion from the chancellor that equity could be substituted for debt during insolvency is, according to Mr Bird, "mind blowing". Although the government is still at an early stage, Mr Bird essentially envisages debt, other than mortgage debt, being wiped out and the equity being taken away from the shareholders and placed with the senior creditor.

All creditors would be offered an option, valid for three months. "This would sure make companies solvent," comments Mr Bird. The proposal depends on the creation of a securities market for the options and Mr Bird wonders if the proposals are workable despite being "fiskered economics".

The second measure which surfaced in the Budget was self-assessment – the biggest reform to the personal tax system since the introduction of PAYE 50 years ago. "SA", as it is

known, will be on stream by 1996-97. Around four million people, mostly the self-employed, company directors and partners and those with investments, currently use agents, such as accountants, to file tax returns to the Revenue. All these returns fall within the new system.

SA is a tax system based on figures provided by the taxpayer. The taxpayer, or their agent, is invited to carry out an assessment of their liability on the forms provided – but this element is not compulsory.

More fundamentally, the new system is based on current year assessment. The tax bill for any year relates to the income in that same year and the new system brings together all income, and capital gains, to be taxed at one time. The new system has a set of payment dates which are fixed.

Accountants were concerned with two facets of the self-assessment which had been extensively trailed before the Budget. First, a strict regime of anti-avoidance measures was proposed to make sure profits and payments were not shifted around during the transition period in order to avoid liability.

According to Mr Philip David, at Ernst & Young, and a specialist on SA, these have been watered down in the proposed Finance Bill text.

The second issue was the requirements on employers to provide the information needed to file the SA return and penalties for failure to do so by set times. These were published with the Budget, after lengthy consultation, and are likely to disappoint some employers and accountants.

Mr Michael Kaitz, employer services

tax partner at Ernst & Young, said: "I am astonished that the Revenue can quote figures of 80 per cent support for the proposed extremely stringent penalty regime for 'accountants individuals and others'. We agreed with the 65 per cent of employers who thought these proposals were a bad idea."

Finally SA has one other long-term repercussion for accountants. Its introduction is planned to coincide with the development of the Electronic Lodgement Service (ELS). This will let accountants file the returns direct from their own computers through a secure "gateway", to the Inland Revenue computerised system.

A pilot study is currently under way involving the Big Six. The problem is that the accountants want something out of the project other than helping the Inland Revenue cut its costs. Mr John Whiting, who heads a special business forum looking at the project with the Revenue, and is a partner at Price Waterhouse, says a shopping list of possible benefits have been given to the Revenue for consideration.

This list swings from the improbable – making agents fees tax deductible when ELS is being used – to the extremely modest: allowing Revenue information to flow back through the gateway to accountants. In the middle are suggestions such as reducing the technical requirements for SA filing. Whatever the outcome of this fiasco, it will be crucial to the benefits accountants, and their clients, can win from a system which may one day dominate the entire UK tax regime.

c. £200,000 package + benefits

International Media Group

London

Chief Financial Officer

New appointment to the top management team of a US-listed \$150 million media company, established in 1991 and expanding rapidly in Central Europe. A dynamic finance professional with US public reporting experience is sought to establish a platform for further growth, building on the company's unique market position in existing and emerging European markets. Career opportunities in general management. Highly competitive package and capital growth potential.

THE ROLE

- Responsible to the European-based President and CEO for ensuring the international finance function helps to drive the business forward, optimising financial operations across the region.
- Establish, develop and manage a team of functional reports in each of the country operations, providing effective financial control and reporting, including US GAAP, local tax, and treasury.
- Key member of the executive team managing the existing businesses and driving the strategic expansion.

THE QUALIFICATIONS

- CFA/ACCA, with further business qualification an advantage. In-depth knowledge of US accounting and reporting requirements, preferably with continental European experience.
- Highly commercial orientation, ideally with previous experience of evaluating and managing detailed contractual negotiations of television and radio franchising and licensing.
- An energetic and tenacious team player used to a non-hierarchical, entrepreneurial environment. Strong general management capabilities.

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Group Finance Director

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Our client is a well established and highly successful quoted manufacturing group within a niche market, and comprises a number of autonomous business units throughout the UK. Turnover is in excess of £55m and growing rapidly through organic growth and acquisition.

The group has ambitious expansion plans both within the UK and overseas and is offering a very challenging opportunity to a high quality Finance Director. The chosen individual must support the achievement of these goals and maintain tight financial control within the organisation. The role will be responsible for handling much of the interface between the group and its financial advisors and investors.

Suitable candidates will be ambitious accountants in the age range 35-40 who are already operating at senior management level and have manufacturing experience, strong plc accounting skills and who currently liaise effectively with city institutions and shareholders. You must also have experience of

acquisitions and of working within an environment with international interests, preferably including US operations.

Key attributes sought are the drive and commitment to the continuing success of the business, and a belief in working within a profit-motivated, tightly controlled and non-status conscious environment.

The salary will be supported by share options, bonus, car etc. and, if appropriate, relocation assistance.

Please outline your suitability for the appointment and send a curriculum vitae including current remuneration and quoting reference CAS85 to Carrie Andrews, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 3NH.

ERNST & YOUNG

DIRECTOR OF FINANCE

BRISTOL AREA TO £45,000 PLUS CAR AND BENEFITS

MicroProse is the European division of Spectrum Holobyte Inc., a worldwide leader in the software entertainment market, publicly quoted on Wall Street. With corporate turnover at \$100 million, MicroProse represents a third of the business, employs over 100 staff in the UK and Germany, and is gearing up for 50% business growth next year, through an extended product range, deeper market penetration, and market growth within our main user-base of domestic PC owners.

The Director of Finance role has arisen through promotion of the previous incumbent to a US corporate position. Responsibilities cover both financial and management accounting functions, accounts systems management, and manufacturing operations. There is a department staff of 15. The main thrust of the job will be in strengthening financial controls, improving management information, and consolidating computerised systems, together with full involvement in the day-to-day running of the business.

Candidates should be fully qualified accountants with several years' experience within both blue chip and small/rapidly growing companies in the private sector. It is unlikely that you will be less than 35 years old, and you must be able to work with a young team within an informal environment.

To apply, please send a CV and covering letter to:
Rob Groves, Director of Human Resources,
MicroProse Ltd., The Ridge,
Chipping Sodbury, Avon BS17 6AY, England.
Closing date 15th December 1994.

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Executive Resourcing

Director of Finance and Resource Management

READING AREA

The Further Education Development Association (FEDA) is being set up to integrate and expand the key functions of the Further Education Unit (FEU) and Staff College. From 1 April 1995 it will play a leading role in supporting and developing the management of learning across the further education sector in order to secure improvements in quality and delivery to a wider range of students and clients. It will perform a varied range of functions and activities in the broad areas of training and consultancy, research, advisory and information services in a customer responsive culture.

Reporting to the Chief Executive, the post-holder will be responsible for the effective financial management and control of this new body, giving priority to the establishment of systems, and planning and budgeting procedures. Wider responsibilities include personnel and IR, marketing and client survey work, computing and IS management, property, legal and secretarial, purchasing and general site services. As a member of the top management team you will

make a significant input into corporate and strategic development.

Probably a professionally qualified accountant and a graduate, you will have proven financial and administrative management skills, and be able to ensure tight financial control and systems development. The ability to make strategic, commercial and operational contributions as part of corporate management is essential. Experience in further or higher education as well as commerce and industry would be an advantage.

Please send a letter of application and full personal and career details, including current remuneration level and daytime telephone number, in confidence to David Owens, Coopers & Lybrand Executive Resourcing Limited, 43 Temple Row, Birmingham B2 5JT quoting reference D498 on both envelope and letter. If you require further information please telephone 021-200 4155 (24 hrs). The closing date for applications is 16 December 1994.

Coopers & Lybrand

Executive Resourcing

Finance Director

NORTH LONDON

For a profitable manufacturing business with a strong presence in a niche UK market. Entrepreneurial innovation has taken it to its present level and group backing is there for future structured growth.

Your remit will be to provide tight financial and cash control, ensure that appropriate integrated information systems are in place to regulate an expanding company and that reporting to group is timely and accurate. Most importantly you will be expected to make a broad commercial contribution as part of a small senior management team.

A qualified accountant, you must have appropriate experience of operating company level in manufacturing industry.

Perhaps now seeking your first position as number one in the function you must be able to demonstrate commerciality as well as the ability to work both strategically and as a line manager implementing and maintaining tight systems and controls. Ambition, when underpinned by real ability, can be accommodated.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to David Owens, Coopers & Lybrand Executive Resourcing Limited, 43 Temple Row, Birmingham B2 5JT quoting reference D501 on both envelope and letter.

NORTH LONDON/HOME COUNTIES

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Our client is one of the fastest growing retail organisations in the sports/leisure sector. With some 30 stores in the UK, and a projected 1995 1/2 in excess of \$50m, the number is rapidly increasing and there are significant plans for continued expansion. They now seek to ensure they are well positioned to take full advantage of such growth by recruiting a top calibre Finance Director.

You will have responsibility for overseeing all routine accounting functions in addition to providing strategic and management expertise. Other key tasks will include leading relationships with financial institutions and professional advisors in addition to ensuring tight financial management of operations.

You will be aged 28+, a highly computer literate qualified accountant who can demonstrate a successful track record to date. Additional qualities include a high degree of commercial acumen, enthusiasm and ambition coupled with the high energy levels dictated by the importance of this role. You must have a pro-active and innovative approach in order to make a significant contribution to the future success of the business. Ability to work in a highly pressurised environment and first class interpersonal skills are essential. Whilst previous retail experience is not a pre-requisite it is preferable.

FINANCIAL RECRUITMENT CONSULTANTS

If you believe you have the qualities to accommodate this challenge please write with full career and salary details to
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Baker Associates,
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77 Oxford Street,
London W1R 1RS.
071-439 0058

BAKER ASSOCIATES



GAP is a US owned specialty retailer which operates stores selling casual and activewear for men, women and children under six brand names: Gap, GapKids, GapShoes, BabyGap, Banana Republic and Old Navy Clothing Company.

GAP label merchandise is the second largest selling clothing brand in the world. Its culture of quality, creativity and dynamism, extends beyond its brands to its people. In all aspects it continues to set standards that its competitors can only admire.

Established in the UK since 1987 it now has a network of over 50 stores and is embarking on an extensive expansion programme throughout Europe.

As a result of this sustained and projected growth, two opportunities have arisen for exceptional individuals to join a high profile finance team based in the European Headquarters in central London.



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Specialists in Financial Recruitment
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UK Finance Manager

Reporting to the Group Finance Director, the UK Finance Manager will be responsible for the internal reporting for the UK operations. Key areas of responsibility will be:

- Monthly management accounts.
- Budgets and forecasts.
- UK Treasury accounting and cash management.
- Systems development.
- Working closely with UK operating departments to control costs.

The successful candidate will be a 'Big-6' ACA qualified accountant, with at least 2 years post qualification experience. Exposure to retail, although not essential will be a distinct advantage.

A proactive and creative style allied to tenacity and dedication will determine the success of your application. The role offers the opportunity to join a world renowned organisation with ambitious plans for further growth. As an important member of the finance team, you will be expected to play a significant part in the on-going development of the business.

Interested candidates should write to Simon North at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 071 831 2000.

Group Tax Manager

Reporting to the Group Finance Director, the Group Tax Manager will be responsible for the group's European Tax function. Key areas of responsibility will be:

- Compliance within the European Group.
- Development of the tax function.
- Assisting the parent company tax department in developing and implementing the group tax strategy.
- Customs compliance for European locations.
- Systems development.

The successful individual will be a 'Big-6' ACA with 2-3 years post gained either within the profession or in industry and with a strong knowledge of UK corporate tax. Experience of European tax is desirable though not essential.

This is a challenging position and would suit candidates that are confident self-starters with strong interpersonal skills and are able to demonstrate a proactive approach to their work. In return the successful candidate will be given the opportunity to develop strong commercial management and decision making skills in a fast track commercial environment.

Interested candidates should write to Donald McFarlane CA at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH. Telephone 071 831 2000.



Director of Finance and Information

London EC1

£40-50,000 + Car

Newchurch & Company is a firm of management consultants and financial advisers specialising in the field of social businesses, working with clients in both the public and private sector. It has established a market leading reputation for the highest quality work and is targeting substantial further growth by the end of the decade.

Within a framework of continuous strategic development, a new role of Director of Finance and Information has been created to optimise financial and business management. Reporting to the Managing Director responsibilities will include the management and control of day-to-day financial operations, administration and information technology. A key aspect of the role will be to enhance existing computer systems in preparation for the increasingly demanding and sophisticated

information needs of a rapidly growing company. As a member of the management team the individual will be expected to make a significant contribution to the future profitable growth of the business.

Candidates, aged 30-45, will be graduate qualified chartered accountants who have gained senior level experience in a customer-led, computerised, service environment. Excellent presentation and interpersonal skills together with a flexible, hands-on, tactical management style will be essential in this challenging role.

Applicants should forward a comprehensive CV, quoting ref 211450 to Mark Hurley ACMA, Executive Division, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



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Financial Controller (No 1)

South Herts

c £35,000 + Car

Our client is an established engineering and scientific services consultancy operating in the water industry. The organisation has a turnover of £8m and is part of a multinational utilities group with a turnover in excess of £16m. The company is committed to further growth in order to enhance its position and status within the industry.

To strengthen their financial and commercial expertise, our client is seeking to appoint an ambitious, qualified accountant with strong commercial, communication and technical skills.

Reporting directly to the Managing Director this high profile role will fulfil the dual function of supporting the business with management information and controlling it from a finance perspective. Specific responsibilities will include:

- Management of the accounts and IT department.

- Business planning.
- Production of statutory and group reports.
- Development of MIS.

Aged 30-40, prospective candidates will be qualified accountants with a minimum of three years experience in industry or commerce. Of equal importance is the ability to drive through change in a challenging work environment and to become an integral part of the management team.

In return, the company offers a generous remuneration package and career progression in the UK or abroad.

For further information, please write enclosing a full curriculum vitae (including salary and day time number, discretion assured) quoting reference LN211634 to Gerard Moore ACMA at Centurion House, 136-142 London Road, St Albans, Herts AL1 1SA.



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- The projects are typically multi-disciplinary involving operational consulting, financial analysis, financial and tax consulting. You will also work closely with teams on hospitality and leisure audits around the world in assessing operating performance and identifying opportunities for profit improvement.

Rewards are linked to performance, progression is rapid and we pay some of the highest salaries in the profession.

Interested applicants should contact Matthew Leadham at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH, or telephone him on 071 831 2000.



ARTHUR ANDERSEN & Co. SC

- Ideally you will have 3-6 years experience in a leading hospitality and leisure consultancy, major hotel or casino gaming group or the hospitality and leisure group of a major accountancy firm. Whilst a professional accountancy qualification is desirable it is not essential.

- Relevant experience will include market and feasibility studies, strategic reviews and profit enhancement reviews for clients in this sector.

- Successful candidates will be highly motivated and committed, have strong intellectual skills and be able to communicate complex ideas to people from all backgrounds and at all levels. European language skills will be an advantage.

FINANCE DIRECTOR/DEPUTY MANAGING DIRECTOR MANAGEMENT BUY OUT - FOOD INDUSTRY

North West

c £45,000 package + Equity

Exceptional opportunity for a talented finance professional to join this highly innovative fast growing £6m t/o food manufacturer. Working closely with the Managing Director the successful applicant will be expected to make a vital contribution to the future development of the business, in line with its ambitious three year plan.

THE ROLE

Lead a small finance team to ensure accurate, timely financial reporting. Provide broadly based financial, commercial and operational management support for the Managing Director. Optimise utilisation of working capital ensuring the company operates within banking covenants. Manage relationships with institutional investors and debt providers. Provide "hands on" "can do" leadership across all areas of the business.

THE QUALIFICATIONS

Qualified accountant, probably aged 30-40. Successful track record in financial management gained within a manufacturing environment. Proven expertise in implementation of fully integrated financial/manufacturing control systems. Demonstrable capability to make a broad based commercial contribution within a small company environment. Credibility and maturity to take overall responsibility in the absence of the Managing Director. Totally committed team player with "shirt sleeves" approach.



Interested applicants should send a full curriculum vitae, to be received no later than Friday 9th December, to Robinson Keane, Denzell House, Dunham Road, Bowdon, Cheshire WA14 4QE quoting Reference RK 1093. Telephone 0161 929 9105.

Robinson Keane

SEARCH & SELECTION

MARKETS ACCOUNTANT

International Banking

London

c.£35,000 + benefits

A major European bank seeks to strengthen its London office with the appointment of a qualified accountant to its central finance team.

Working closely with Senior Traders and reporting to the Head of Accounting and Control, you will provide daily information of performance and risk and detailed monthly management information for the UK operations. There will be considerable non-routine work and the person appointed will be responsible for ensuring correct accounting and reporting treatment of all existing and new products traded in the UK.

Ideally aged 28-32 you will have gained significant experience

within financial services and now be keen to develop further your staff management skills motivating a department of nine people.

The excellent range of benefits include a car allowance, non contributory pension scheme and mortgage subsidy. Future opportunities will not necessarily be confined to the London office nor to financial reporting.

Please write with full CV, including salary history and daytime telephone number quoting reference 3071/FT, to John Sleigh FCCA, Phillips & Carpenter, 2-5 Old Bond Street, London W1X 3TB. Tel: 071-493 0156 (24 hours).

Phillips & Carpenter

Selection Consultants

FINANCIAL DIRECTOR

Function: You will be part of the executive direction committee of Structural Europe. You will manage a small team of accounting, system management and administration people. You will direct and control the financials, cost accounting, taxation and internal audits. You will act as overall co-ordinator and first-line advisor to your colleagues on all finance-related matters. You will control the company budgets and will interpret operating results as they affect the financial aspects of the company and make specific recommendations which will result in cost reduction and profit improvement. You will have responsibilities for all legal affairs and the information system.

Profile: Our future manager has an academic degree or alike. He has min. 5 years experience in financial management in a multinational production or distribution unit. Intelligence, pragmatism, vision, leadership and good communication skills are essential. He speaks English and French fluently and has notions of German and Dutch. He is familiar with computer systems (Unix).

Our offer: To play a leading role in the executive direction committee of a fast growing international company with a lot of challenges, a competitive salary with extra-legal advantages, a company car, a modern environment and a young dynamic team... a real winning team.

Interested? Then send your curriculum vitae to the address below. Your application will be treated with courtesy and discretion. Structural Europe, Toekomstlaan 30, B-2200 Herentals, Belgium, att. Luc Vansant, Personnel Officer (tel. 010.32/14/22.20.64).

MARKS & SPENCER

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COMPUTER AUDITOR

£COMPETITIVE + BENEFITS

Marks & Spencer PLC is a highly profitable business committed to top quality, outstanding value products and first-rate services with an annual turnover now in excess of £6 billion. The Computer Audit department is a high calibre, commercially focused team of motivated individuals committed to providing the highest level of assurance and advice to all parts of the business. The team is constantly developing both its range of expertise and its international capability.

Group internal audit is recognised as an entry point into Marks & Spencer where individuals can obtain the business experience necessary to progress into a line position within 2 to 3 years dependent upon individual development and achievement. There now exists an excellent opportunity for an individual to provide enhanced expertise and contribute to the growth of the team's operations.

The Position:

Reporting to the Computer Audit Manager as one of a team of seven.

Main responsibilities will include:

- maintain the level of technical expertise necessary to perform all stages of an audit to professional and Internal Audit standards;
- liaise with the IT group to establish future operating plans;
- risk, rank and assess all new business developments for the audit planning process;
- assist with the implementation of the departmental strategy of audit integration.

Qualifications:

The ideal candidate will have:

- a recognised accounting qualification;
- at least 2 years' extensive experience in a computer audit role within a large organisation;

- an aptitude for technical auditing;
- experience of an IBM environment;
- a thorough understanding of UNIX distributed platforms;
- good experience of auditing networks, particularly Novell Netware.

This is a superb opportunity for an individual who can demonstrate excellent interpersonal skills, be a strong team player with leadership qualities and possess the ability to work across disciplines. Experience in retail or financial services would be preferable, but not essential, as are foreign language skills.

Interested applicants should forward a full CV to Samantha Laurie at Robert Walters Associates, 25 Bedford Street, London, WC2E 9RP. Tel: 0171 379 3333. Fax: 0171 915 8714. Marks & Spencer is an equal opportunities employer.

ROBERT WALTERS ASSOCIATES

Recently Qualified ACA

Investment Management Compliance

This is an opportunity to join the London-based compliance team of an international investment management company with an outstanding record of growth and fund performance. Reporting to the compliance officer, the person appointed will assist in the maintenance and development of the compliance function for the company's UK operations. Principal tasks will include compliance monitoring, the provision of advice to investment managers and dealers and special project work.

The company is keen to recruit a recently qualified accountant who is interested in developing a career in the regulatory and administrative side of the securities industry. Previous experience of investment management is not essential as a thorough induction training will be arranged but experience gained in the financial services department of a City accounting firm would be an advantage. A constructive, team-minded approach and well-developed communication skills are important requirements.

If you would like to be considered for this position which offers an attractive compensation package, please write in confidence to:

IMR Recruitment Consultants, No.1 Northumberland Avenue, Trafalgar Square, London WC2N 5BW. (tel: 071 872 5447).

INVESTMENT MANAGEMENT RESOURCES

EXECUTIVE CONNECTIONS



INTERMEDIATE CAPITAL GROUP PLC

INVESTMENT EXECUTIVE

Intermediate Capital Group PLC is the leading provider of mezzanine finance in Europe. Since its establishment in 1989 ICG has invested over £275m in 48 companies throughout the UK and continental Europe. In June 1994 ICG was successfully floated on The London Stock Exchange.

Focusing on unquoted companies, ICG provides finance for MBOs and MBIs, development and expansion capital and acquisition finance. ICG's continuing success and its plans for the future necessitate the recruitment of another manager. Your responsibilities will include researching and evaluating investment opportunities, structuring deals, completing transactions and monitoring the performance of investments. You will also be expected to market effectively to financial institutions and potential investee companies.

ICG wish to recruit an ambitious and confident individual with a strong academic record. Aged between 26 to 29 years, you are likely to be from one of the following backgrounds: a development capital institution, an international firm of accountants, a merchant bank corporate finance department, a bank acquisition finance department or a management consultancy.

Career prospects are excellent, with progress to the most senior levels expected. Remuneration will be highly attractive and commensurate with your skills and experience.

If you wish to apply please send your CV to our advising consultant Richard Williams at Executive Connections, 43 Eagle Street, London WC1R 4AP or telephone him on 071 242 8103.

personally recommended

FINANCE DIRECTOR

London NW1

££60K + options

New Media Productions Ltd, established in 1983, is an internationally-acclaimed multi-media design and production company, backed by institutional investors. The growth potential of this market is exceptional. The Board now wishes to appoint a Finance Director to administer the company and to prepare it for flotation, releasing the Managing Director to concentrate on business development.

We seek a commercially-orientated accountant with a wide-ranging business background and international horizons and, ideally, experience of both small companies and flotations. He or she will be a team player, able to contribute to both administration and strategic direction. Non-smoker. Age indicator 40-45, but this is very flexible.

Salary negotiable around £60K. Share options available with prospects of wealth creation. Relocation not anticipated.

Please write, with appropriate details and salary history, to the company's recruitment consultant: David Mackintosh, Mackintosh Enterprises, 7 Dower Park, Windsor, Berks SL4 4BQ quoting Ref: DM/151.

Me

Senior Manager - Corporate Reporting

HOME COUNTIES

££45,000 + CAR + BENEFITS

This rapidly expanding company has just floated on the US stock market and is seeking a London listing next year. It operates in a dynamic, fast growing industry and the Group is now set to appoint an exceptional individual into a very senior position at the UK Headquarters.

The manager will be responsible for all external reporting to the SEC and LSE as well as reporting Group consolidated results to the main Board. There will be significant interface with the Group's advisers and the job holder will be involved in the management of a small, highly focused team of qualified accountants.

The ideal applicant will have experience of both SEC and LSE reporting requirements. Candidates must be assertive,

diplomatic and have strong management skills with an ability to manage change in a fast moving environment. Excellent report writing skills and a commitment to meeting tight deadlines are pre-requisite. The successful candidate will be a graduate qualified chartered accountant in their late 30s or early 40s, who can demonstrate exceptional achievements to date.

This is an outstanding opportunity to contribute to the success of a dynamic, expanding company and career prospects are excellent.

Interested applicants should write to Jo McEachran, at the address below, with full cv and details of current remuneration.

Alderwick Peachell Limited, Recruitment Consultants, 125 High Holborn, London WC1V 6QA. Tel: 071 404 3155. Fax: 071 404 0140.

FINANCIAL SERVICES REGULATION

Enforcement Accountant

City

IMRO - Investment Management Regulatory Organisation Limited - sets, monitors and enforces standards of investor protection for a diverse membership, including fund managers, unit trust managers, pension fund managers, venture capital companies, banks and trustee companies.

The Enforcement Department is primarily engaged in undertaking intensive investigations, identifying significant investor risk and preparing disciplinary cases. It now wishes to add a further accountant to one of its teams.

The successful candidate will be involved in planning and conducting investigations; instructing, where necessary, external professionals; liaising with other regulators; and writing clear and informative reports. This is a demanding role, providing wide exposure to the investment management industry and the opportunity to work at the forefront of investor protection.

We are looking for a graduate qualified accountant, with preferably around two years' post-qualification experience and an in-depth knowledge of the financial services industry. Investigative experience gained beyond a normal audit role is essential, as is the ability to be a good team player.

Initial salary will be related to relevant experience and qualifications and benefits include a non-contributory pension and medical insurance. The post provides excellent opportunities for further career progression.

Please write (under confidential cover) with curriculum vitae, stating how you meet the requirements of the position, indicating current salary and quoting reference number ENF94/11 to Clare Woodcock, Personnel Officer, IMRO, Broadwalk House, 6 Appold Street, London EC2A 2AA.

IMRO

PERSONAL ASSISTANT TO FINANCE DIRECTOR

London

£30-35,000 + car

A household name with brand-leading food products worldwide, our client has an exceptional record of growth through innovation and new product development, increasing market share in a highly competitive environment. With an exceptionally well-established marketing base, the group is pursuing further expansion through a programme of strategic acquisitions. The Finance Director, at the heart of the acquisitive process, seeks a highly motivated young accountant to become involved in all aspects of his work.

An unusually varied and high-profile role, the Assistant will work alongside the Finance Director in identifying target companies and joint venture opportunities, carrying out pre- and post-acquisition reviews and taking an active part in deals and transactions. Also focusing on critical aspects of the company's performance - both opportunities and problem areas - the position also offers exposure to change management arising from the integration of recent acquisitions or the introduction of new technology and business processes. Working with quality action teams, the role will offer involvement in providing creative solutions to a range of financial and operational problems.

Reporting to the FD and main Board Directors in the UK and the US parent company, confidence, well-developed presentation skills and excellent interpersonal ability are vital attributes. The successful candidate is likely to be a newly or recently-qualified ACA, probably aged 25-28, with first time passes gained in a Big 6 practice. Applications from outstanding CIMA-qualified accountants are also welcomed. Evidence of special projects work will be an advantage and an excellent academic and career record are essential.

The level and variety of exposure offered by this position provides the opportunity to move on to other business areas or to a senior finance role within the group after 18-24 months.

For more information call 071-329 4649 or during evenings or weekends 081-467 1408 or alternatively send or fax your CV quoting ref 087.

ALDERWICK CONSULTING

SEARCH & SELECTION

OLD BAILEY HOUSE, 7 OLD BAILEY, LONDON EC4M 7NB TELEPHONE: 071-329 4649 FAX: 071-329 4677

FINANCE DIRECTOR

East Kilbride

Attractive Package

Memex is a pioneer in the development of real time applications for integrated information management technology. With the backing of substantial investment from its parent company, MR-Data Management Group plc, Memex is now preparing for a period of explosive growth. To help manage this growth, the company needs a Finance Director to join the senior management team and ensure that the company achieves its ambitious business objectives.

Reporting to the Chief Executive and as a key member of the Executive Committee, the Finance Director will participate actively in the strategic planning activities of the company and will assume full responsibility for the finance, support and administrative functions. As well as the provision of timely and relevant financial information, this will include ensuring that systems and resources are adequate to meet the changing nature of the business.

Candidates for this position will be qualified accountants with several years of experience as a finance director in a fast moving, likely 'hi tech' environment. Experience in helping manage significant change within such a climate would be an added bonus. The stature and commercial acumen to contribute to the development of the company at the most senior level are essential, together with a hands on approach and superior interpersonal and presentation skills.

The remuneration package is generous and reflects not only the senior nature of this position, but also a commitment to find the very best person for the job.

Memex

A member of MR-Data Management Group plc

Touche Ross

Please reply quoting Reference No. 3432, to Peter Sivilor, Touche Ross Executive Selection, Friary Court, 65 Crutched Friars, London EC3N 2NP, enclosing a comprehensive cv.



MANAGEMENT CONSULTANTS

APPOINTMENTS WANTED

Business Consultant, MBA

10 years experience in Accountancy/Financial Analysis. European & E/Europe experience. Systems/PC literate. Seeking FICED position in company start-up or small growing company (ITO ISA). Willing to relocate. Please Write Box A2194, Financial Times, One Southwark Bridge, London SE1 9HL.

Financial Controller

West Midlands

salary c. £50,000 + benefits

Our client is a UK manufacturing and projects company with a number of operating divisions supplying products and systems to the energy sector. Sales are around £100m and the Company itself is part of a major multinational with businesses worldwide.

A Financial Controller is now required to head a central financial function reporting direct to the Managing Director. You will be responsible for consolidating, interpreting and reporting the results of the divisions; streamlining the reporting and control systems across the Company using IT; improving effectiveness and efficiency and looking for profit opportunities. You will concentrate on the analysis and interpretation of business results, supporting and advising the Managing Director.

You will be a qualified accountant aged 35-45, with good interpersonal and communication skills. You will have previous hands-on experience of a tough project contracting and manufacturing business. You will have an assertive management style, strong leadership, commercial acumen and a proactive approach, working with the divisions to improve performance.

Please apply in confidence, giving details of your career and current earnings, quoting reference 0274 to AAD Executive Selection, 7 Curzon Street, London W1Y 7FL.

AAD

The Executive Selection Division of Odgers and Co. Ltd

Accountancy Personnel

EXECUTIVE RECRUITMENT

Financial Controller

Central Region

£30,000 + Car



All interested candidates should forward their CV's to Allen O'Neill, Business Manager, Accountancy Personnel, 14 Temple Street, Birmingham B2 5BG. Tel: 021 643 6201. Fax: 021 643 6235.

Hays

FINANCIAL DIRECTOR

for Calderdale College Further Education Corporation

West Yorkshire

c £40K plus benefits

My client is a dynamic organisation in the business of developing people. With a turnover of £12 million and ambitious plans for growth, they are currently undergoing metamorphic change within the public sector and now seek to appoint a talented, commercially minded professional to fill this key role.

Reporting to the Chief Executive and working as part of the senior management team, your brief will be to develop and implement a commercially astute financial strategy which will facilitate a major agenda of change, exploiting wide ranging opportunities both in the UK and overseas.

A graduate calibre, qualified Accountant, you will thrive in a challenging and demanding environment. An effective team builder and leader, you will combine excellent communication and influencing skills with your ability to quickly establish your personal credibility with those around you.

In return you will receive an attractive salary and benefits package together with excellent opportunities for personal career development. Relocation assistance will be offered where appropriate.

To apply, please write with full cv stating current salary and quoting Ref: 2198EC, to: Andrew Harris, Executive Recruitment Director, Grant Thornton Management Consultants, St John's Centre, Albion Street, Leeds LS2 8LA.

Grant Thornton

MANAGEMENT CONSULTANTS

The U.K. member firm of Grant Thornton International.

Finance Manager

Somerset to £32,000 + benefits

Our client is a successful, £60m turnover mutually owned veterinary wholesale business. Recent restructuring, coupled with a corporate drive towards increased excellence, has created a need for an experienced accountant to assume the role of Finance Manager.

Reporting directly to the Chief Executive and liaising extensively with the Board and other senior staff, the successful individual will provide a comprehensive management service to the organisation, encompassing both financial and administrative duties.

The role will encompass responsibility for all financial and management accounting procedures, including treasury control coupled with the development of timely and relevant information for use by senior management and the provision of sound, financial advice to the Board.

Excellent communication skills will be required in order to effectively liaise with external, professional advisors and non-financial management. The successful candidate will be a qualified accountant with experience gained in a fast moving, high volume, business environment. Sound man-management skills should be combined with strong commercial acumen.

Interested candidates should send a current CV, together with remuneration details to Mavis Would or Karan Paige, KPMG Selection & Search, Richmond Park House, 15 Pembroke Road, Clifton, Bristol BS8 3BG. Tel: (0272) 464000.

KPMG

 Selection & Search

Finance Director

Industrial Products

West London

c. £50,000

Our client is the successful £30 million turnover subsidiary of a major European multinational Group. They are world leaders in many of the specialist technical products, controls and components which they manufacture and distribute. The vacancy follows the promotion of the incumbent to Group headquarters.

Reporting to the Managing Director, the Finance Director heads a small team responsible for financial accounts, budgeting and reporting to both local and Group levels, IT, and house services. Planned organisational changes and the growth of the Company will lead to continued expansion of the role.

Candidates must be fully qualified graduate accountants, ideally with experience of manufacturing industry. Probably aged in their mid 30's, they will already be able to demonstrate a progressive and successful career which has taken them into financial line management, in a sophisticated international organisation and management environment.

This is a rare opportunity for an outstanding, ambitious financial executive to join a world-class Group and to prove him, or herself, as Finance Director of one of their most important subsidiaries.

Remuneration will include a salary of £50,000, car and other normal major Group benefits including relocation expenses if appropriate.

Please apply in complete confidence, with a full CV, including latest salary details, to: The Managing Partner, David Thompson Associates, Bacombe Rise, Ellersborough Road, Wendover, Bucks, HP22 6EL.

DAVID THOMPSON ASSOCIATES

CONSULTANTS IN EXECUTIVE RECRUITMENT

European Controller

Southern Home Counties

c.£40,000 + Car + Benefits

This profitable £90m turnover division of a household name business services PLC holds a leading position in the European and UK freight transport markets. The Group operates in two other business service sectors, the three divisions together forming a highly successful, publicly-quoted company with market capitalisation of £150m.

The division has expanded rapidly and very profitably into Europe both by acquisition and organic growth. The business now seeks a European Controller to oversee the various, recently acquired businesses on the continent.

Reporting to the Divisional Finance Director, you will provide an effective interface between divisional management and European operating companies. You will take full responsibility for the development

of management reporting, including the identification of key performance indicators and analysis of market trends. You will need to develop a good understanding of the road transport and logistics sector in order to influence future decision-making.

The individual we are seeking, probably aged 30-35, must have substantial post qualification management accounting experience gained within a UK corporate environment. The ability to converse in

German or Dutch would be advantageous during overseas travel, but an excellent aptitude for learning languages would prove sufficient. The ability to communicate effectively with senior management will be essential.

The Group offers excellent career development and a benefits package commensurate with this level of appointment in a major PLC.

For a detailed and confidential discussion telephone Nick Brown ACA on 0171 336 7711. (Evenings/weekends 0181 445 5919). Alternatively, please send your CV to him at: GMS, Goodman Masson Shaw, 2 Bath Street, London EC1V 9DX. Or fax it on 0171 336 7722.

GMS

GOODMAN MASSON SHAW
Financial Search and Selection

Company Stock Events & Capital Issues

A HIGHLY INFLUENTIAL ROLE

Sheffield

Salary Package Negotiable

Abbey National Shareholder Services commenced operations in early 1994 from purpose-built Headquarters on the outskirts of Sheffield.

Initially set up to manage the service to Abbey National's 2.5 million shareholders, it operates in a modern, open plan environment with excellent communications and plenty of room for growth.

It is within this forward looking business, that we now require a professional with wide experience and a thorough knowledge of Share Registration, particularly in the area of stock events and capital issues to assist the team in the next phase of development. This includes enhancing the system to provide a commercial service to major companies throughout the UK.

You will provide guidance and support to the development team, particularly on operational planning and procedures, review design documentation and be responsible for ensuring that the design agreed, meets the future business requirements.

To ensure the smooth running of the operation, you will also participate in the design of test material and programmes, the writing of detailed operational procedures and provide support to the staff. Additionally, the role will involve assisting in preparing business proposals.

With at least 5 years experience in a financial environment, you will be able to demonstrate a broad range of business experience, including knowledge of registration procedures, company flotations and events gained at a senior level. Having worked successfully as part of a project team you will be able to demonstrate excellent communication and leadership skills. The ability to design and document effective operational systems is of paramount importance.

Initially for a period of 1 year, this position offers the right person a superb opportunity to contribute to the shaping of the future of an already successful operation. Salary is negotiable and is accompanied by a range of benefits.

To support a healthy environment, Abbey National has a no smoking policy.

Please telephone or write for an application form: Shareholder Services Personnel, Abbey National plc, Carbrook House, 5 Carbrook Hall Road, Sheffield S9 2EG. Tel: 0742 563 175.

Closing date for receipt of applications is 9th December 1994.

In pursuing our policy of equality of opportunity for all, Abbey National positively welcomes applications from every section of the community.



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RISK ANALYST

Docklands

c.£30,000 + Banking Benefits

ECHO

Exchange Clearing House Limited (ECHO) is shortly to be the world's first global FX Clearing House. Backed by 15 international banks, ECHO will offer its users the ability to net and settle FX contracts on a multilateral basis, giving advantages of substantially reduced risks and settlement costs.

The risk analyst will be one of a small team set up specifically to identify all areas of risk within the netting and settlement process. Project driven, the analyst will identify and assess risk issues, document procedures, contribute to the specification of systems to support the risk management function and liaise with other areas impacted by risk.

The role is ideally suited to a highly numerate, recently qualified chartered accountant with demonstrable quantitative skills. Applicants will have a proven knowledge of treasury products, specifically FX, gained with either an audit function or within product support. As this

a multinational project, presentation report writing skills and a second European language would be desirable.

For those self-motivated candidates who are seeking a challenging and rewarding role within an innovative new venture, call our retained consultant, Adrian Thompson on 071 344 5136. Alternatively, forward a curriculum vitae to: Cardinal House, 39-40 Albemarle Street, London W1X 3FD, quoting ref: AT534.

HARRISON WILLIS

APPOINTMENTS WANTED

CHARTERED ACCOUNTANT AND M.B.A.

20 years commercial accounting experience principally with International engineering companies. Based close to London but willing to work anywhere in the U.K. or overseas. Urgently looking for full time or temporary roles.

Please reply to Box A5014, Financial Times, One Southwark Bridge, London SE1 9HL.

FINANCE DIRECTOR/OFFICER

CHARTERED ACCOUNTANT (ACA), INVESTMENT ANALYST (IIMR), MSI (Dip), & SFA registered. (Age 33).

For Reporting, Investment Appraisals, Corporate Finance (flotations) & Strategy. Broad exp. of Business and Diverse Business cultures. Exposure to UK, US and Japanese companies. Seeks positions within an Investment or Growing companies, including Start-ups. Willing to re-locate. Background: Investment Management/Stockbroking.

Fax: 071 638 0214 or Write Box: A5251, Financial Times, One Southwark Bridge, London, SE1 9HL.

مركز من الامارات

INTERNATIONAL COMPANIES AND FINANCE

IRI fixes bidding deadline for flat steel producer

By Andrew Hill
in Milan

IRI, the Italian state holding company, has fixed a deadline of December 12 for potential bidders to present their bids for Iva Laminati Pianti, the flat steel subsidiary of Italy's state-owned steel producer.

IRI is attempting to strike a deal for ILP by the end of 1994. If it fails, Italy will fall foul of the European Commission, which has to enforce an EU agreement that Iva should be fully privatised by December 31. Several companies have expressed interest in ILP, but with the EU deadline approaching it is still unclear how serious the possible bidders are.

Mr Emilio Riva, the Italian steel magnate, has recently emerged as an ally of the Taranto consortium of entrepreneurs from the region around ILP's main plants.

Unconfirmed reports in yesterday's Italian newspapers said the Riva group had replaced G. William Miller, the Washington-based merchant bank, in the consortium.

Two Italian steel traders, Mr Bruno Bolfo and Mr Vittorio Malacalza, are trying to rally support for a separate offer. Their advisers say the traders have the backing of CSN, the Brazilian steel producer. They have also been seeking to add Unisor Safflor of France and Lucchini, the private Italian steel manufacturer, to the con-

sortium, and could make a formal offer next week.

Following a board meeting yesterday, IRI said IMI, the bank which is advising the holding company on the sale, would communicate to all parties who have expressed concrete interest in the acquisition.

Capacity reductions and privatisation were the main conditions imposed on the Italian industry by EU ministers last year, in exchange for agreeing to a final injection of state aid for the loss-making producer. IRI has already agreed the sale of AST, the special steels division of Iva, for £600m (\$37m), to an Italian-German consortium which includes Riva.

SmithKline awaits results of expansion trial

Whether the UK group has the winning strategy is the big question, writes Daniel Green

SmithKline Beecham, the world's sixth biggest drugs company, is set to be hooked on change. Last week, it announced yet another \$1bn-plus deal. That made four - almost \$8bn-worth - in six months.

But perhaps it is about to kick the habit. Mr Jan Leschly, the group's emerging chief executive, wearily declared last week that the corporate hyperactivity was probably over for the moment.

"We have got the components in place we need to do what we want to do," said Mr Leschly. "What's next is to make sure the investments in synergy and restructuring work."

His approach had won the approval of his peers across UK industry. SmithKline Beecham was this week voted the fourth most admired company in the US, up from ninth two years ago.

But in the context of the international pharmaceutical business, its strategy is more questionable.

The sector has exploded into corporate action this year. More than \$25bn has been spent since January, with many deals bigger than anything SmithKline has done. American Home Products paid almost \$10bn for its American Cyanamid acquisition. Switzerland's Roche forked out \$5.3bn for Syntex, a Californian drugs manufacturer.

But SmithKline has now declared that the pieces are in place for it to achieve its goal of becoming an integrated healthcare company as opposed to a specialised drug maker.

The plan was formulated in 1993. A team of executives prepared a "10-three-one" strategy. This involved forecasting the business environment a decade from now and devising three and one-year plans to position the company for that future.

The review was prompted by the growing strength of the drugs industry's customers. The gap between those who delivered healthcare - doctors and hospitals - from those who paid for it -



Jan Leschly: 'What's next is to make sure that the investments... work'

governments and payers of health insurance premiums - appeared to be closing.

For example, governments in Germany, Italy and the UK are seeking to limit the range of drugs that can be prescribed.

The trend is clearer in the US, where healthcare spending may hit \$1,000bn this year. Much of the cost burden falls on companies which pay insurance premiums for employees. They increasingly use specialist companies called health management organisations (HMOs) to drive tough bargains with hospital chains, doctors' practices and drug companies.

A favoured technique is to tell doctors they can prescribe drugs only from an approved list. The SmithKline team determined the industry's winners would be those which could deal directly with the real customers, the payers.

SmithKline therefore had to offer disease prevention, diagnosis and treatment, and advise on the best way to deliver these to patients.

To do that companies would have to be much bigger, leaving room for between six and 10 "mega global players", says one SmithKline executive.

Each of the four transactions this year is designed to create a broadly based company able to offer products to the payers.

In May SmithKline spent \$2.3bn on Diversified Pharmaceuticals Services. Nominally a drug distributor, DPS is a pharmacy benefit manager (PBM) which manages lists of approved drugs for 300,000 US doctors looking after almost 11m health insurance policy holders.

SmithKline also signed a minimum six-year collaboration with the former owner of DPS, United Healthcare, one of the largest HMO chains in the US. In August it paid Eastman Kodak of the US \$2.9bn for Sterling Health, a specialist in branded medicines sold

over-the-counter (OTC) without a prescription. Governments are encouraging the use of OTC drugs because patients pay for them directly.

● In September, SmithKline sold Sterling's US brands to Bayer of Germany for \$1bn. This was partly to help cut SmithKline's \$3.5bn debt and partly because it was already strong in US OTC. Getting stronger might have attracted the attention of the US anti-trust authorities.

● Finally came last week's \$1.45bn sale of the company's animal health business to US rival Pfizer. Debt was pushed down further and animal health was seen as disposable in a plan to become a health management company.

In addition, SB's research and development operations on both sides of the Atlantic have been transformed since Dr George Poste succeeded Dr Keith Mansford as head of R&D in 1993.

The company has dropped several research programmes - including gastro-intestinal medicine, the field that had produced Tagamet, its best-seller of

Polish stake for Commerzbank

By Christopher Robinson
in Warsaw

Commerzbank yesterday became the first German bank to invest directly in Poland's financial sector, when it agreed to take a 21 per cent stake in the Export Development Bank.

The move comes as Dresdner Bank and Banque Nationale de Paris are establishing a wholly-owned subsidiary in Poland. Deutsche Bank, the other leading German bank, has a representative office in Warsaw.

The Commerzbank deal, signed in Warsaw by Mr Martin Kohlhaussen, chairman, represents a DM90m (\$61m) investment and gives the Ger-

man bank a local partner to handle its clients in Poland.

Germany accounts for about one-third of Poland's foreign trade. The Export Development Bank was established in 1996 and handles 9 per cent of the country's foreign turnover. It reported a 345.1bn zlotys net profit for the first nine months of this year on a balance sheet worth 12,671bn zlotys (\$331m). Net profits in the first nine months of last year reached 131.4bn zlotys.

Under the agreement Commerzbank will take up 12.7 per cent of the group's equity by purchasing a forthcoming new share issue at a minimum price of 425,000 zlotys a share.

The remaining equity will be purchased on the Warsaw bourse, where the bank's stock was trading yesterday at 365,000 zlotys a share.

Commerzbank has said it will not be increasing its stake in the bank above the government-imposed 21 per cent ceiling.

Deutsche Bank's bid to enter Poland with a wholly-owned subsidiary is being delayed by the National Bank of Poland, the central bank, which insists that newcomers buy into existing banks. The NEP made an exception for Dresdner in recognition of its role in securing Poland's recent debt reduction agreement.

UK set to name National Grid advisers

By David Lascelles and
Michael Smith in London

The UK government is about to appoint financial advisers on the forthcoming flotation of the National Grid Company. Mr Tim Eggar, the energy minister said yesterday.

National Grid is owned by the 12 regional electricity companies in England and Wales, but the government holds a golden share and wants to ensure that electricity customers as well as shareholders

benefit from the £4bn (\$6.3bn) sell-off.

The decision to appoint advisers underlines the political sensitivity of the flotation, even though it involves companies privatised five years ago.

Earlier this week, Mr Michael Heseltine, the trade secretary, and Mr Eggar held talks with the regional companies about their plans, providing a further indication of the close interest the government will be taking in the flotation.

Mr Eggar said his depart-

ment had not yet formed a view about the proposals.

"There are clearly issues about the split between shareholder and customer and taxman. But we are at a very preliminary stage," he expected advisers to be appointed "very quickly".

Under plans for discussion, the regional companies would inject between £750m and £1bn of debt into National Grid to enable it to pay them a large dividend.

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RJB Mining sees pits price cut by £100m

By Michael Smith

RJB Mining, the UK coal company bidding for the English mines of British Coal, is expected to tell investors today it has agreed with the government that it will pay nearly £100m less than the £914m (\$1.43bn) it originally offered.

The company's pathfinder prospectus is understood to show that the "due diligence" exercise, involving detailed inspection of the regions' assets, has reduced the agreed price to between £815m and £820m.

The pathfinder, due to be published today, is also expected to disclose that RJB has negotiated to pay only £700m initially, with the balance to be settled in staged payments over two to three years.

As a result of the changes, RJB is seeking to raise about £900m in debt and equity. It previously told institutional investors that it would need £1.05bn. Neither RJB nor the

government would yesterday comment on the deal.

The £100m reduction in the deal price is less than some of RJB's rival bidders had been expecting. However, the £815m-£820m final price, if confirmed, will be considerably higher than the next highest offer.

Only one other company, English Coal, a management buy-out team led by Mr Bob Siddall, put in a bid for all three regions. It is thought to have offered considerably less than £600m.

Fortis profits 15% ahead at nine-month stage

By Emma Tucker in Brussels

Fortis, the Dutch-Belgian financial services group, increased nine-month profits 15 per cent to Ecu411m (\$388m) from Ecu357m for the same period of 1993.

Fortis, jointly owned by Amey of the Netherlands and AG of Belgium, said full-year net profit would also be about 15 per cent higher than in 1993. The group said insurance

companies in Europe and US life insurance activities were strong contributors to the results, which were also boosted by the banking and insurance activities of ASLK-CGER, the Belgian savings bank group.

Nine-month pre-tax banking results rose to Ecu207.4m from Ecu158m, helped by acquiring control of ASLK-CGER bank. Insurance profits rose 11 per cent to Ecu169.7m.

November 1994

This announcement appears as a matter of record only

New Issue

International placement

of
7,062,151 bearer shares of common stock
(par value of DM 5 each)



HANNOVER RÜCKVERSICHERUNGS-AKTIEGESELLSCHAFT
Hanover, Federal Republic of Germany

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AKTIEGESELLSCHAFTNORDDEUTSCHE LANDESBANK
GIROZENTRALEBAYERISCHE VEREINSBANK
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BANKGESELLSCHAFT

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WESTDEUTSCHE LANDESBANK
GIROZENTRALEResidential Property
Securities No. 1 PLC

£200,000,000

Mortgage Backed Floating Rate Notes 2018

The rate of interest for the three month period 30th November, 1994 to 28th February, 1995 has been fixed at 6.60 per cent. per annum. Coupon No. 27 will therefore be payable on 28th February, 1995 at £1,627.40 per coupon.

Aggregate interest charging balances of Mortgages redeemed during the previous interest period: £3,222,199.09

Aggregate interest charging balances of Mortgages redeemed as at 30th November, 1994: £233,433,336.79

The aggregate principal amount of Notes outstanding as at 30th November, 1994: £76,200,000.

S.G. Warburg & Co. Ltd.

Agent Bank

THE OPORTO
GROWTH FUND
LIMITED

The NEW Quarterly Investment Review for the period to 30th September 1994 is available upon request from:

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Financial Times Newletters
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Financial Times Newletters
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Corporation No 2 Plc

£115,000,000 Class B-1

£11,000,000 Class B-2

Mortgage backed floating
rate notes August 2023For the interest period 30
November 1994 to 28 February
1995 the Class B-1 notes will
bear interest at 6.575% per
annum. Interest payable on
28 February 1995 will amount
to \$1,621.23 per \$100,000
note. The Class B-2 notes will
bear interest at 6.75% per
annum. Interest payable on 28
February 1995 will amount
to \$1,664.38 per \$100,000
note.Agent: Morgan Guaranty
Trust Company

JPMorgan

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futures industry. In addition to
historical data, CRB InfoTech also provides daily
price updates via E-Link, Knight-Ridder's
software specifically designed to
download and import out-of-day prices
directly into your database.INFORMATION: Elizabeth Vaid
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We are trying to rectify the situation
as soon as possible.

THANK YOU FOR UNDERSTANDING

To the holders of
Mortgage Capital Trust I

Collateralized Mortgage Obligations, Series A

Class A-1 Bonds Due 1st June, 2017

Notice is hereby given that the interest rate on the Class A-1 Bonds for the interest period 1st December, 1994 through 1st March, 1995 is 6.6625% per annum.

By: Bankers Trust Company, as Trustee.

FORD CREDIT EUROPE PLC

£200,000,000 FLOATING RATE NOTES DUE 1996

Notice is hereby given that the Rate of Interest has been fixed at 6.9% and that the interest payable on the relevant Interest Payment Date June 1, 1995 against Coupon No. 3 will be £34.41 in respect of £1,000 nominal of the Notes and £34.05 in respect of £10,000 nominal of the Notes.

December 2, 1994

By: Citibank, N.A. (Issuer Services), Agent Bank CITIBANK

Citibank, N.A. (Issuer Services), Agent Bank CITIBANK

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Citibank, N.A. (Issuer Services), Agent Bank CITIBANK

NOTICE TO THE HOLDERS OF THE WARRANTS TO
SUBSCRIBE FOR SHARES OF COMMON STOCK OFSUMITOMO RUBBER INDUSTRIES, LTD.
(the "Company")

Issued in conjunction with
U.S.\$100,000,000 5 per cent.
Guaranteed Bonds Due 1996
with Warrants
(the "Warrants")

Pursuant to Clause 4(A) of the Instrument dated 25th July, 1991 relating to the Warrants (the "Instrument"), notice is hereby given that the Company resolved at the meeting of the Board of Directors held on 30th November, 1994 to make a stock split in the form of the free share distribution of shares on 28th February, 1995 to shareholders of record as of 31st December, 1994 (Japan time) in the ratio of 0.03 new share for each one share held by them.

Such stock split requires adjustment to the Subscription Price pursuant to Clause 3(f) of the Instrument as follows:

Subscription Price before adjustment:	Yen 688.90
Subscription Price after adjustment:	Yen 649.40
Effective Date of adjustment:	1st January, 1995 (Japan time)

Sumitomo Rubber Industries, Ltd.

By: The Sumitomo Bank, Limited

Principal Paying Agent

2nd December, 1994

Tokyo USA, Inc.

Notice to the holders of the outstanding
Japanese Yen 10,000,000,000
6.45 per cent. Notes due 1996

Notice is hereby given that at a Meeting of the holders of the above Notes (the "Noteholders") convened by Tokyo USA, Inc. ("Tokyo USA") and held on 21st November, 1994, the resolution proposed in the Notice to Noteholders published in the Financial Times on 28th October, 1994 was duly passed as an extraordinary resolution (the "Resolution"). Accordingly, Tokyo USA intends to transfer, with effect from 8th December, 1994, all obligations in respect of the Notes to Tokyo Corporation which will thereupon become the sole obligor in respect of the Notes, and the Terms and Conditions of the Notes will be modified in accordance with the terms of the Resolution.

Copies of the Fiscal Agency Agreement dated 26th November, 1991, relating to the Notes and, when amended, a Supplemental Agency Agreement amending the Fiscal Agency Agreement and a Deed of Substitution effecting the transfer of obligations under the Notes, both dated 8th December, 1994, and Minutes of the meeting of Noteholders held on 21st November, 1994 may be inspected at the specified office of any of the Agents given below.

Fiscal and Paying Agent
The Mitsubishi Bank, Limited
6 Broadgate, London EC2M 2XN

Paying Agent
The Industrial Bank of Japan, Limited, Morgan Guaranty Trust Company
of New York
Broadway House, One Friday Street
London EC4A 3JA

2nd December, 1994

Tokyo USA, Inc.

The Mortgage Bank and Financial
Administration Agency of the
Kingdom of Denmark

(Kongeriget Danmarks Hypothekbank og Finansforvaltning)

U.S. \$100,000,000

Guaranteed Floating Rate Notes due 2005

unconditionally and irrevocably guaranteed by

The Kingdom of Denmark

For the six month interest period 1st December, 1994 to 1st June, 1995 the Notes will carry a Rate of Interest of 6.1375 per cent. per annum with Coupon Amounts of U.S. \$155.14 and U.S. \$1,102.85 per U.S. \$5,000 and U.S. \$100,000 Notes respectively. The relevant Interest Payment Date will be 1st June, 1995.

Bankers Trust Company, London

Agent Bank

Demand drives Navistar up 95% at operating level

By Laurie Moore
in Chicago

Navistar, the US manufacturer of heavy trucks and diesel engines, reported a 95 per cent increase in operating income in the fourth quarter. However, per-share earnings dipped because of a dilutive stock issuance since last year's fourth quarter.

Boosted by strong demand for most of its truck and engine products, Navistar reported net income of \$23m, or 22 cents a share, compared with year-ago results of \$22m, or 28 cents. Sales for the quarter rose to \$1.55bn, from \$1.3bn in 1993.

The jump in operating earnings, to \$43m in the quarter from \$22m a year ago, was offset by \$20m in charges taken for environmental liabilities at two defunct factories.

For the year, Navistar had net income of \$62m, or 72 cents a share, turning around last year's loss of \$50m, or \$1.7m. Revenues for the year were \$5.3bn, up from 1993's \$4.7bn. For the 12-month period, Navistar's operating income improved to \$102m, from last year's loss of \$27m.

The company reported that a

total of 184,200 medium trucks and school bus chassis, and 205,500 heavy trucks were sold industry-wide in North America during Navistar's fiscal year. "This was the highest level of heavy truck demand since 1979," said Mr James Cotting, chairman.

Based on order trends and other indicators, Navistar is predicting that North American demand for medium trucks and school bus chassis will rise 13 per cent in 1995, to 181,000 units. Its 1995 forecast for heavy truck demand is 205,000 units, about the same as in 1994.

N American gold merger fails on lack of investors

By Kenneth Gooding,
Mining Correspondent

The proposed merger of four small North American gold companies into a medium-sized group has fallen through, partly because of lack of appetite among investors for gold equities.

The new management team at Denver-based Atlas Corporation had hoped to raise US\$75m from international investors to buy:

- 37.2 per cent of Granges, a Canadian precious metals producer, for C\$50.7m (US\$36.9m) from MM, the Australian resources group;
- 26 per cent of Dakota Mining, another Denver company formerly known as MinVen Gold, for between \$16.5m and \$18.4m;
- the rest of Grange's 50 per cent-owned Grange Resources.

The merger, which Atlas wanted to complete before the end of this year, would have created a group that might have qualified for inclusion in the new Financial Times Gold Mines Index.

Mr Steve Manz, president of Atlas, said yesterday the scheme began to look as if it might face problems when his company was able to raise only \$50m of the \$75m it was seeking, with the help of First Marathon Securities, in July.

"There was a strike by gold investors. Most junior companies looking for capital pulled their offerings," he said.

Subsequently, Atlas acquired the Granges stake but decided not to proceed with the Dakota acquisition, partly because the terms would have involved it paying \$4 a share compared with a market price which had dropped to \$1.50.

Mr Manz says Atlas now has the support of enough other Granges shareholders to take control of that company's board at the annual meeting, which must be held before the end of June next year.

The ultimate objective is a full merger of Atlas, Granges and Hycroft, to produce a group with an annual output in 1996 of at least 150,000 troy ounces of gold.

CIBC lifts payout as profits surge

By Bernard Simon
in Toronto

Canadian Imperial Bank of Commerce has underlined the strong improvement in Canadian banks' performance by posting record earnings for fiscal 1994, and lifting its dividend by 12 per cent.

Net earnings climbed to C\$880m (US\$647.1m), or C\$3.52 a share, in the year to October 31, 1994, from C\$730m, or C\$2.89, a year earlier.

Return on equity rose to 11.7 per cent from 10.6 per cent. Return on assets climbed to 0.80 per cent from 0.53 per cent.

The quarterly dividend has been raised by four cents to 37 cents a share.

The bank, Canada's second-biggest financial institution with assets of C\$151bn, said it expected to benefit in the year ahead from stronger economic growth and significantly lower loan losses.

Non-performing loans shrank to C\$1.5bn on October 31 from C\$2.4bn a year earlier. Loan losses for the year fell to C\$880m from C\$920m.

CIBC is aggressively expanding operations in New York and London in an attempt to become a leading force in international derivatives markets.

The bank said its revenues were boosted by strong growth in securities, insurance, mutual funds management and credit businesses. However, investments in the expanding derivatives operations, and in the fledgling insurance and trust businesses, contributed to a 10 per cent jump in non-interest costs.

● National Bank of Canada posted a 36 per cent gain in fourth-quarter net profit to C\$57m, or 29 cents a share, bringing return on equity to 10.6 per cent and on assets to 0.51 per cent, reports Robert

Gibbens in Montreal. Interest margins improved, home mortgages and business loans were up and loan-loss provisions were lower. Higher fee income offset a lower contribution from the brokerage unit.

Fiscal 1994 net profit was C\$217m, or C\$1.12, up 24 per cent from C\$176m, or C\$1.01, in fiscal 1993. Return on equity was 10.5 per cent against 9.9 per cent, and on assets 0.50 per cent, up from 0.44 per cent.

National, Canada's sixth-largest bank, reported assets at October 31 were almost C\$45bn, up 5 per cent from a year earlier.

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National, Canada's sixth-largest bank, reported assets at October 31 were almost C\$45bn, up 5 per cent from a year earlier.

Telecoms study Amadeus

By Alan Cane

Some of the world's leading telecommunications companies are vying to take a 25 per cent stake in Amadeus, the European computerised airline reservation system.

Cable & Wireless, the UK-based telecoms company, confirmed yesterday it was in talks with the Madrid-based organisation.

Amadeus said yesterday it had been looking for a new shareholder since 1991 when Scandinavian Airlines System, a founder member, pulled out of the organisation to cut costs.

It confirmed C&W was a potential bidder, but declined to identify the other telecoms companies. It said an early decision was unlikely, and suggested it might be three to six months before terms could be agreed with a successful bidder.

Amadeus was established by a group of airlines including Air France, Iberia and Lufthansa to create and manage a European airline reservation system in competition with Sabre of the US. The service is now breaking even at an operating level, although it says it would not be "interesting to our investors until 1995-96".

It has, however, become interesting to the large telecommunications operators because it offers the possibility of a direct entry into the global travel industry.

The big telecoms carriers are battling each other for business from multinational corporations, and services tailored to specific industries would give them a competitive edge.

C&W, for example, is in talks with Schlumberger about a possible alliance in the oil business, and to Digital Equipment, the US computer manufacturer, about custom packages for a number of industries.

IBM changes marketing tactics

By Alan Cane

International Business Machines is offering potential customers in Europe up to \$150,000 in services to move from competitors' systems, in a sharp departure from its usual marketing practices.

The move, which applies to IBM's mid-range computer families only, is a dramatic change for a company which has always assumed leadership of any market in which it chose to compete.

The growing appeal of low-cost, industry standard systems based on common operating software is, however,

forcing the giant to reconsider marketing tactics for its AS/400 and ES/9000 mid-range systems, which combine proprietary hardware and software.

IBM worldwide has returned to profitability after losing money for three years as customers turned away from proprietary systems. Europe, however, remains a black spot.

IBM has set up a competitive marketing unit headed by Mr Erwin Staudt, formerly with IBM Germany, to develop and implement marketing strategies to win customers from its competitors.

A campaign to run until the

end of June 1995 promises customers moving from competitors' equipment to IBM up to \$150,000 of "specialised transition support" to assist in the transfer. "We are so sure about the success of this campaign that we will allow customers to return systems newly leased from IBM six months after installation without further obligation," Mr Staudt said.

Dr Jane Dooley, computer analyst with the market consultancy Dataquest, said it was a dramatic change for IBM. It could, however, be seen either as a mark of retreating confidence or as an indication of desperation.

Litton ahead 24% despite sales fall

By Richard Tomkins
in New York

A big cut in interest charges helped Litton Industries, the US defence group, report a 24 per cent increase in net earnings to \$38.1m from continuing operations for its first quarter to October.

In the comparable quarter Litton made \$26.8m after tax excluding the contribution from its non-defence businesses, which were spun off to shareholders earlier this year.

Earnings per share from continuing operations rose from 55 cents to 66 cents.

Litton has a substantial defence electronics business and builds warships. But like other defence contractors, it has been suffering the effects of the global downturn in defence spending.

Sales declined by 6 per cent to \$785m, and although the company achieved an improvement in operating margins in its advanced electronics business, total operating profits declined from \$69.6m to \$68.4m.

Net interest paid fell from \$9.6m to \$1.3m, resulting from the early extinguishment of high-cost debt in July.

Hewlett-Packard opens prices war

By Tony Jackson in New York

Hewlett-Packard, the US electronics manufacturer, is cutting the price of some of its desktop personal computers by up to 26 per cent.

The move is seen as innovative for the company which, as one of the smaller producers of PCs, has previously taken the lead on price from its larger competitors.

Hewlett-Packard said it was cutting prices across its Vectra range of PCs, and claimed it would undercut rivals Compaq and IBM by as much as 40 per cent for comparable machines.

It is also cutting prices on its servers, used to link office PCs, by up to 22 per cent.

The company said the cuts were made possible by increased manufacturing volume, distribution efficiencies, lower component prices and newly-expanded distribution channels.

Last month, Hewlett-Packard announced a 60 per cent jump in fourth-quarter earnings, to \$476m, on sales up 23 per cent. Chairman Mr Lew Platt cautioned that this exceptional rate of growth might not continue. The shares fell \$1% to \$96½ early yesterday.

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Standard Chartered

Standard Chartered PLC

(Incorporated in the United Kingdom)

£150 million Subordinated Floating Rate Notes due 1996

In accordance with the provisions of the Notes, notice is hereby given that for the three month period from 30th November 1994 to 28th February 1995 the Notes will bear interest at the rate of 6.35 per cent per annum.

Interest per £5,000 Note will amount to £78.29 and will be paid for value 28th February 1995 against surrender of coupon No 35.

West Merchant Bank Limited
Agent Bank

3i International B.V.
\$150,000,000
Guaranteed floating rate notes 1999

The notes will bear interest at 6.4375% per annum for the interest period 30 November 1994 to 28 February 1995. Interest payable on 28 February 1995 will amount to \$155.73 per \$100,000 note and \$1,557.33 per \$1,000,000 note.

Agent: Morgan Guaranty Trust Company
JPMorgan

CREDIT LOCAL DE FRANCE - CAEL S.A.
U.S.\$2,000,000,000
Euro-Medium Term Notes
SERIES NO.12
FFC725,000,000 Inverse
floating rate notes 1996
TRANCHE NO.1

Notice is hereby given that for the interest period 1 December 1994 to 1 March 1995 the notes will bear interest at 24.875% per annum. Interest payable on 1 March 1995 will amount to FF31,083.33 per FF500,000 denomination.

Agent: Morgan Guaranty Trust Company
JPMorgan

Prices for electricity delivered for the purposes of the electricity trading and distribution in England and Wales, as published by the British Electricity Trading and Distribution Council (BETDC) on 22/11/94.

12 hour period	12 hour period	12 hour period	12 hour period
0000	0.84	10.13	10.13
0100	0.82	10.13	10.13
0200	0.82	10.13	10.13
0300	0.82	10.13	10.13
0400	0.82	10.13	10.13
0500	0.82	10.13	10.13
0600	0.82	10.13	10.13
0700	0.82	10.13	10.13
0800	0.82	10.13	10.13
0900	0.82	10.13	10.13
1000	0.82	10.13	10.13
1100	0.82	10.13	10.13
1200	0.82	10.13	10.13
1300	0.82	10.13	10.13
1400	0.82	10.13	10.13
1500	0.82	10.13	10.13
1600	0.82	10.13	10.13
1700	0.82	10.13	10.13
1800	0.82	10.13	10.13
1900	0.82	10.13	10.13
2000	0.82	10.13	10.13
2100	0.82	10.13	10.13
2200	0.82	10.13	10.13
2300	0.82	10.13	10.13
2400	0.82	10.13	10.13

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Floating Rate Unsecured
Loan Stock
1990/2010

Interest Rate: 6% per annum
Interest Period: 1 December 1994 to 1 March 1995

Midland Bank plc
Agent Bank

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Crédit Local de France
USD 150,000,000
Collared Floating Rate Notes due 2002

In accordance with the Terms and Conditions of the Notes, notice is hereby given that for the interest period from December 02, 1994 to June 02, 1995 the Notes will carry an interest rate of 6.3125% per annum.

The Coupon Amount payable on the relevant Interest Payment Date, June 02, 1995 will be USD 31.81 per USD 1,000 principal amount of Note. USD 319.13 per USD 10,000 principal amount of Note and USD 3,191.32 per USD 100,000 principal amount of Note.

The Agent Bank
Kreditbank
Luxembourg

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I.T.C. Limited

Financial Results Unaudited (Provisional) for the Six Months ended 30th September, 1994

	Six Months Ended 30.09.94	Six Months Ended 30.09.93	Twelve Months Ended 30.09.94
* GROSS INCOME	2320.6	2070.5	4201.2
* GROSS SALES TURNOVER	2274.3	2019.7	4109.1
Less: Duties	1094.7	943.9	1887.4
NET SALES TURNOVER	(1)	1108.8	2321.7
OTHER INCOME	(2)	429.3	692.1
NET INCOME (1 + 2)	1226.9	1146.6	2421.3
Less:			
TOTAL EXPENDITURE	(3)	9781.6	19944.8
INTEREST	(4)	445.9	1105.4
GROSS PROFIT (1+2-3-4)	(5)	2034.4	3763.6
Less:			
DEPRECIATION	(6)	174.9	263.2
PROFIT BEFORE TAX (5-6)		1859.5	3500.4
Less:			
PROVISION FOR TAXATION	(7)	697.8	1437.2
NET PROFIT (5-6-7)	(8)	1161.7	2063.2
PAID-UP EQUITY SHARE CAPITAL RESERVES EXCLUDING REVALUATION RESERVES	(9)	1213.2	1167.3
EXPORT/FOREX TURNOVER	(10)	4150	3560
			8220

Notes: (1) Increase in Share Capital: a) Euro Issue - Consequent upon receipt of necessary approvals, the Company had made an International Offering of 4,500,000 Global Depositary Receipts (GDRs) with 1,500,000 Warrants to subscribe for GDRs, which Warrants being exercisable during the period from 20th April, 1994 to 20th October, 1995 into Warrant GDRs with underlying Ordinary Shares at an exercise price per Warrant of US \$ 15.30 subject to adjustment, if any. The Company had issued and allotted 85,150 Ordinary Shares in favour of Citibank, N.A., New York, ADR Dept., N.Y., the Depositary towards exercise of 85,150 Warrants. b) Bonus Issue - Consequent upon receipt of necessary approvals, the Company had also issued and allotted on 17th November, 1994, 121,318,177 Ordinary Shares as fully paid up Bonus Shares in the proportion of one such Bonus Share for every existing Ordinary Share held by the Members of the Company as on the Record Date i.e. 6th October, 1994. c) The Issued, Subscribed and Paid-up Share Capital of the Company from 17th November, 1994 is Rs. 2426.4 million.

(2) In a case in respect of the Saharanpur Factory, pending from 1988, the Collector (Appeals), Ghazabad, has passed an Order in October, 1994 demanding Rs. 750 million. The Company has preferred an Appeal and an Application for Stay before CEGAT, which is pending. Based on Counsel's advice, the Board of Directors is of the opinion that the Order is patently unsustainable as it is in gross violation of the law laid down by CEGAT in an earlier case involving the Company regarding the correct interpretation of Rule 5 of the Central Excise (Valuation) Rules. The Company accepts no liability in respect of the demand raised as it has been advised that the aforesaid Order is without any legal basis.

(3) The above is as per Stock Exchange Regulations and does not take into account the excise issues disputed by the Company.

Registered Office:
Virginia House, 57 Chowringhee, Calcutta 700 071, India
Date: 26th November, 1994

(Sd/-)
B. MITTER
Director

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Payment Date: 15 March 1995
Interest Period: 15 March 1994 to 15 March 1995
Interest payable on 15 March 1995 will amount to USD 31.81 per USD 1,000 principal amount of Note and USD 3,181.13 per USD 10,000 principal amount of Note.

December 2, 1994, London
By Citibank, N.A. (Trust Bank), Agent Bank

INTERNATIONAL COMPANIES AND FINANCE

ABB takes stake in Chinese power equipment maker

By Louise Lucas
in Hong Kong

Asa Brown Boveri (ABB), the Swiss-Swedish power group, has taken a 4.5 per cent stake in Harbin Power Equipment Company, a former China state-owned enterprise which is in the process of listing in Hong Kong.

ABB is buying 21.6m shares at HK\$2.58 each, for a total of HK\$55.73m (US\$7.2m). The pricing puts the stock on a price/earnings multiple of 12.15 times 1995 earnings, according to S.C. Warburg Securities (Far East), lead manager of the offering.

In total, Harbin is raising HK\$1.24bn by selling off 40 per cent of its enlarged capital. Of the 400m shares issued, 400m shares are being placed privately and the remainder will be sold to the public in Hong Kong.

Although a relative late-comer to the China market, ABB has been aggressively pursuing its mainland expansion plans in the past two

years and is shifting its regional headquarters to Beijing from Hong Kong.

The Chinese government's reluctance to see a pillar industry like power fall into the hands of foreign companies has made it tougher for such companies to build China operations than, for example, their consumer goods peers.

Harbin Power Equipment, the biggest manufacturer of power generating sets in China, is expected to receive a relatively warm reception when trading starts on December 19.

Compared with the recently-listed Dongfang Electrical, which also makes generators, Harbin scores a premium on both technology and production. It is also cheaper, with Dongfang trading on a p/e of 14 times.

However, Harbin comes to market at a time when sentiment is poor and the power sector remains clouded by uncertainties over the level of return foreigners will be able to achieve.

Rembrandt hit by mining write-down

By Mark Suzman
in Johannesburg

Rembrandt Group, the tobacco-based conglomerate controlled by South Africa's Rupert family, has reported a fall in net income to R508m (\$143m) for the six months to September, down from R531m a year ago.

The main reason for the drop was an extraordinary item of R114.2m, which represents the group's share of the write-down by mining house Gold Fields in its troubled platinum subsidiary, Northern Platinum.

Its figures were also hurt by the decision not to equity account its interests in the unbundled components of the Gencor group, Engen, Melbak and Sappi, and its share of losses due to the start-up costs of cellular phone network Vod-

acom. However, dividends from these companies were included as investment income.

In spite of this, operating income rose to R548m from R533m, while tax paid dropped to R189m from R212m. However, a rise in debt to R363m from R354m, led to higher interest paid at R45m, against R44m previously.

Turnover, comprising sales, fees, rental and investment income, rose to R2.48bn from R2.28bn and an interim dividend of 19.6 cents, up from 17.04 cents, was declared.

The company gave no breakdown of performance by units, but analysts estimate that the contribution of tobacco, where the company has 60 per cent of the local market, may have been hit by higher tobacco taxes.

Montedison's rehabilitation moves a step further

Last month, Mr Stefano Meloni, a senior executive at Montedison, told Les Echos, the French business newspaper, that the Italian industrial company and its parent, Ferruzzi Finanziaria (Ferfin), were destined to rejoin the Milan stock exchange's small band of blue-chip stocks.

The team brought in last June to rescue Ferruzzi-Montedison had fallen to just over L18,000bn, following the capital-raising and a continuing asset sales, which have contributed more than L2,300bn towards a target of L7,000bn for disposal.

By June of this year, net debt at Ferruzzi-Montedison had fallen to just over L18,000bn, following the capital-raising and a continuing asset sales, which have contributed more than L2,300bn towards a target of L7,000bn for disposal.

That Ferruzzi-Montedison was saved does not seem so surprising now. It was, after all, the second largest listed industrial group in the country, and the political implications of bankruptcy would have been enormous.

It was not clear until the last moment, however, whether Mediobanca, the Milan merchant bank advising Ferruzzi-Montedison, could cajole enough creditor banks to sign up to the programme.

Although the debt restructuring has been the focus of attention, staff at the group's regional headquarters (for sale, like many of the company's property assets), know Ferruzzi-Montedison must now

The Italian group is focusing on implementing the industrial part of its rescue plan, writes Andrew Hill

consolidate its position. That means implementing the ambitious industrial part of the rescue plan contained in the four slim green paperbacks - the road-map to the group's future.

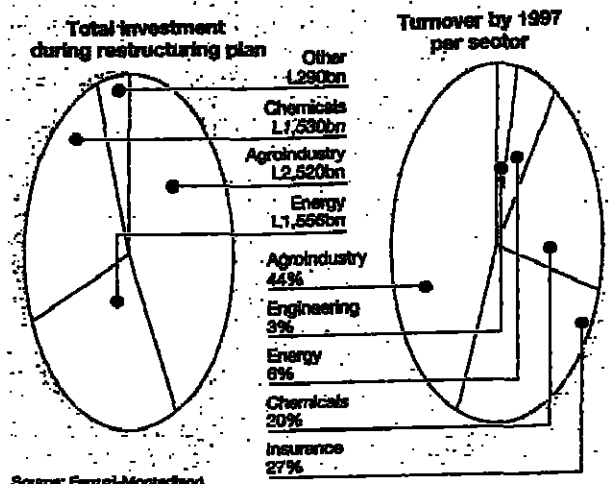
This is the main task of Mr Rossi, a company law expert and former head of Consob, the Italian stock exchange watchdog, and Mr Enrico Bondi, former managing director of Gilardini, a Fiat unit, who joined the group as managing director at the same time.

The industrial part of the plan is founded on three main pillars within Montedison - the agro-industrial side, represented by Eridania Bèghin-Say, the quoted French subsidiary, chemicals (Montecatini) and energy (Edison). The plan also envisages Ferfin retaining its 30 per cent stake in Fondiaria, one of Italy's leading insurers, even if market speculation suggests a sale is possible.

More than 61 per cent of the L5,900bn of investment envisaged over the four years of the plan will be spent on developing capacity, 29 per cent on renewing plant and most of the rest on environmental improvements. As the biggest contributor to turnover, the agro-industrial business will receive the largest share of investment.

Agro-industry also provides

Ferruzzi-Montedison restructuring 1993-97



Source: Ferruzzi-Montedison.

the stable basis on which to expand the energy and chemicals arms of the business. Defence against cyclical recessions is one reason why the group says it has stuck together as an unfashionable multinational conglomerate, rather than splitting into three or four smaller, more vulnerable units.

In certain areas, the group may even be doing better than the plan's forecasts. For example, a surge in the price of polypropylene - an area in which Montedison is the world leader - has helped the chemicals sector. US regulatory approval for Montell, the polypropylene joint venture with Royal Dutch/Shell, would provide a further morale boost for

the company, and rid Montedison of more debt. By 1997, the group also hopes to double turnover at Edison, Italy's biggest private electricity producer, and may also benefit from the privatisation of the state company, Enel, which will have to sell off parts of its production capacity in the next three to four years.

If enough progress is made, the group is also likely to consider further expansion, by acquisition, and growth in new geographic markets, such as China.

Analysts admit they are impressed by the new team's work, although they believe some of the group's forecasts - particularly on Edison's development - could be

over-ambitious. However, Ferfin and Montedison are showing the benefits of the work put in by Mr Rossi, Mr Bondi and other new managers. Both companies returned to pre-tax profit in the first half of this year.

The apparent success of the programme is raising questions about the future structure of the whole group. Investors have begun to wonder whether the Ferfin holding company might merge with Montedison once the main outstanding asset sales have been achieved.

Ferfin's rights issues at the beginning of the year were almost entirely underwritten by creditor banks, which have seen the share price tumble from around L1,800 to about L1,300 now.

Apart from Serafino Ferruzzi, the troubled Ferruzzi family holding company, the top five shareholders in Ferfin are Italian banks.

Montedison's share register, by contrast, includes a spread of investment funds which subscribed to the rights issue. Over the same period, Montedison shares have risen from about L960 to more than L1,160.

Ferfin and Montedison may already answer with one voice, and share the same chairman and managing director, but in the last month they have formally denied rumours of an imminent merger. It is not the companies' patience explain, in the plan.

Asian companies plan telephone network

Four south-east Asian companies signed a memorandum of understanding to develop a common telephone network in the East Asian Growth Area (EAGA), according to Philippine Long Distance Telephone's assistant vice-president, Mr Ramon Obias. Heater reports from Manila. The EAGA joins parts of the Philippines, Malaysia, Indonesia and Brunei.

The memorandum involves the PLDT, Jabatan Telekom Brunei, Indosat of Indonesia, and Telekom Malaysia. The proposed common facility will cover the entire Mindanao area in the Philippines, Brunei's Negara province, North Sulawesi, East and West Kalimantan in Indonesia and Labuan, Sabah and Sarawak in Malaysia.

The network will allow direct telephone traffic between these areas without calls having to pass through their separate international gateways.

Philippine Long Distance Telephone said it had completed a public offering, at \$50 a share, of \$212.5m worth of global depository shares representing 4.25m shares of convertible preferred stock.

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Posco to seek London and Hong Kong listings

Pohang Iron and Steel Co (Posco), South Korea's largest steelmaker, plans to list on the London and Hong Kong stock exchanges in 1995, following this year's listing on the New York Stock Exchange, writes Our Financial Staff. Posco's listing in New York was the first by a South Korean company.

A company spokesman said Posco's crude steel production was expected to rise to 22.68m tonnes next year from 22.07m this year.

It expects net profit to rise 13 per cent to Won332.3bn (\$418.2m) in calendar 1994

from Won294.6m, and sales to rise to Won7,310bn from Won 6,920bn last year. The spokesman said: "Our plan for 1995 calls for a net profit of Won340bn on sales of Won7,350bn."

The company plans to spend about Won3,000bn next year, about double this year's amount, to upgrade and expand production facilities.

In October, Korea Electric Power became the country's second company to list on the New York Stock Exchange, raising about \$300m in a global equity offering of 14.9m American depository shares.

Indonesian engineering group to go public

By Manuela Saragosa
in Jakarta

Bukaka Teknik Utama, an Indonesian engineering company, is to sell 40m shares at Rp8,500 each in an initial public offering (IPO) this month. Bukaka said half the capital raised would finance expansion and the rest to repay debts.

To date, 80 per cent of the company's products and services, which include power transmission towers, passenger boarding bridges for airports and coal-handling systems, are sold to Indonesia's public sector.

In 1992 Bukaka exported its first passenger boarding bridge and since then it has sold bridges to airports in Japan, Thailand and Singapore.

Mr Sadei Muhammad, president and chief executive officer, said that Bukaka would continue to target Asia-Pacific economies and step up exports of oil and gas equipment, transmission towers and bulk-handling systems.

Bukaka's net profit last year was Rp8.1bn (\$42m) on sales of Rp151bn.

This year the company expects a net profit of Rp15.4bn.

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CONTRACTS & TENDERS



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MINISTÉRIO DE MINAS E ENERGIA

PUBLIC ANNOUNCEMENT

BOLIVIA BRASIL GAS PIPELINE

Petróleo Brasileiro S.A. - Petrobrás and Yacimientos Petrolíferos Fiscales Bolivianos - YPF hereby intend to call for an international invitation to Pipeline Construction Companies, Materials and Equipment Suppliers to express interest in the following scope of work:

- detailed design/engineering and partial Materials and Equipment supply, Construction and Assembly of the Bolivia - Brazil Natural Gas Pipeline from Rio Grande, Bolivia, to Porto Alegre, Rio Grande do Sul State, Brazil, by Phases (1 and 2).
- supply of API 5L X 65 and X 70 externally and/or internally coated linepipes;

The documents related to the Expression of Interest (E.O.I.), will be available from November 28th, 1994 at the following addresses:

- Petróleo Brasileiro S.A. - Petrobrás
SEGEN/EMGÁS
Rua General Canabarro, 500 - 6º andar
CEP 20271-201 Maracanã, Rio de Janeiro - RJ, Brazil
Telex: (55 21) 40491
Phone: (55 21) 566 3735
Telefax: (55 21) 566 5723 / 566 5431
and / or
- Yacimientos Petrolíferos Fiscales Bolivianos - YPF
Proyecto Gasoduto Al Brasil
Casilla 1205
Santa Cruz de la Sierra - Bolivia
Telex: 4292 BV
Phone: (591-3) 524373 / 524477
Telefax: (591-3) 524374

The above will not confer upon Petrobrás, YPF or interested companies any rights or obligations.

STATE PROPERTY AGENCY

TENDER INVITATION

The State Property Agency (SPA) invites an open, one-round tender for the sale of the state-owned shares of Balaton Fűszért Kereskedelmi Részvénytársaság (Balaton Fűszért Trade Plc.) (H-7400 Kaposvár, Fűdési u. 1.)

Balaton Fűszért Kereskedelmi Részvénytársaság is a public limited company, its shares are listed on the Budapest Stock Exchange. Its main profiles are wholesale and retail trade of foodstuffs, household chemical goods and basic groceries. Balaton Fűszért has modern warehouse bases in two county seats, in Kaposvár and Zalaegerszeg and several discount and cash and carry stores and supermarkets.

The registered capital of the plc. is HUF 1,330,000,000, that is one billion three hundred and thirty million Hungarian forints, 54.68 percent of which is in state ownership.

The SPA's primary aim is to find a strategic investor, skilled in trade, who, by capital increase and by the purchase of a block of the state owned shares will acquire at least 51 percent of the firm's shares. The capital increase can only be submitted to and approved by the shareholders' meeting following the announcement of the result of the tender.

Each bidder will have to submit two bids:

- one for the capital increase (to the extent indicated by the Investor) and for the purchase of a share package from the SPA in a way that the shares acquired altogether ensure an ownership ratio of 51 percent for the Investor.
- and another for the purchase of 51 percent of the present share capital (HUF 678,300,000)

The Tenderer prefers to offer the share capital increase as oppose to purchasing the shares.

The price expected by the SPA is 115 percent of the nominal value of the shares (bids quoting lower price, however, are not void). The minimum extent of the capital increase is HUF 200,000,000 and can only be performed in cash. In the bid the subscription rate of the shares issued in the course of the capital increase should correspond to the buying rate of shares bought from the SPA.

90 percent of the bid price must be paid in cash, 10 percent in compensation coupons. Foreign investors must pay the total purchase price in foreign currency.

Bidders must deposit HUF 30,000,000 as retention money. A certificate of deposit of the retention money should be attached to the bid.

We hereby announce that the shares of Balaton Fűszért were admitted to the Budapest Stock Exchange in May 1994. The present ownership structure of Balaton Fűszért is as follows:

SPA	54.68 percent
Municipalities	13.51 percent
Employees	17.83 percent
Institutional and private investors	13.98 percent

For further information please contact:

Attila Tóth, deputy director (in Hungarian)
telephone: (36-1)-267-0054
Michael Stanton, advisor (in English)
telephone: (36-1)-267-0084
Gregory Martin, advisor (in English)
telephone: (36-1)-269-8600

Bids should be submitted to the given address in a sealed, unmarked envelope, in three copies, in Hungarian. Foreign investors may submit their offers also in English or German, but the Hungarian copy will rule.

Pályázat Balaton Fűszért must be written on the envelope.

The tender documents containing the detailed conditions of participation and the introduction of the firm are available at the Customer Service of the State Property Agency. The price of the tender documents is HUF 30,000 + VAT.

Deadline for submitting bids:

March 1, 1995.
between 10.00 and 12.00 a.m.

Place to submit bids:

Állami Vagyongényökség (SPA)
Room 804
H-1133, Budapest
Pozsonyi út 56.

HUNGARY: PRIVATISATION GOES ON

INTERNATIONAL CAPITAL MARKETS

Short-dated sector sees further offerings

By Graham Bowley

Continued strong demand for short-dated paper prompted further offerings in the three- to five-year area yesterday.

Bayerische Landesbank and Bayerische Vereinsbank Overseas Finance launched three- and four-year offerings respectively in the US dollar sector.

INTERNATIONAL BONDS

The Australian dollar sector saw two deals in three- and five-year maturities.

This continues a trend of recent weeks, during which there has been a flood of short-dated issues as borrowers have moved to exploit a surge in demand from European retail investors.

Activity has been at its most intense in the dollar sector, with investors - most notably Swiss - attracted by yields of

around 7.8 per cent, which compare favourably with 10-year yields of around 7.9 per cent.

"With US inflation at around 2.6 per cent, this implies a very attractive real yield of more than 5 per cent," said one dealer.

"There is very little incentive for investors to go further along the yield curve and demand is high," he added.

However, "the supply at the short end has now started to get to the point where it is overwhelming demand," another dealer warned.

Bayerische Landesbank's \$200m offering, priced to yield 15 basis points over US Treasuries, was prompted by the success of its \$300m issue of three-year bonds launched last week, book-runner Lehman Brothers said.

Yesterday's offering drew similar demand from European retail investors and investors in Asia, it added.

Bayerische Vereinsbank's \$200m offering, similarly priced

NEW INTERNATIONAL BOND ISSUES

Borrower	Amount	Coupon	Price	Maturity	Yield	Spread	Book runner
US DOLLARS							
Bayerische Vereinsbank Overseas Finance (Bayerische Landesbank)	200	7.75	98.98R	Dec.1998	0.225R	+150 (74-87)	Swiss Bank Corp. Lehman Brothers Int.
YEN							
Korea Development Bank	100m	4.20	99.80	Dec.1996	0.40		Nomura International
STERLING							
Prospect 1st	140	6.71	98.82R	Dec.2003	0.20R		US
D-MARKS							
Swiss Bank Corp., Jersey Branch	400	7.00	98.82R	Jan.2000	0.25R	+10 (74-85)	Swiss Bank Corp. Fit
AUSTRALIAN DOLLARS							
Commerzbank Overseas Finance	125	10.50	101.41	Nov.2000	2.00		Homburg Bank Nomura International
New Zealand Treasury Corp.	100	4.00	97.25A	Dec.1997	1.37		

First terms and non-callable unless stated. The yield spread over relevant government bond at launch is indicated by the last number. A/Unrated, B/Unrated, C/Unrated, D/Unrated, E/Unrated, F/Unrated, G/Unrated, H/Unrated, I/Unrated, J/Unrated, K/Unrated, L/Unrated, M/Unrated, N/Unrated, O/Unrated, P/Unrated, Q/Unrated, R/Unrated, S/Unrated, T/Unrated, U/Unrated, V/Unrated, W/Unrated, X/Unrated, Y/Unrated, Z/Unrated, AA/Unrated, AB/Unrated, AC/Unrated, AD/Unrated, AE/Unrated, AF/Unrated, AG/Unrated, AH/Unrated, AI/Unrated, AJ/Unrated, AK/Unrated, AL/Unrated, AM/Unrated, AN/Unrated, AO/Unrated, AP/Unrated, AQ/Unrated, AR/Unrated, AS/Unrated, AT/Unrated, AU/Unrated, AV/Unrated, AW/Unrated, AX/Unrated, AY/Unrated, AZ/Unrated, BA/Unrated, BB/Unrated, BC/Unrated, BD/Unrated, BE/Unrated, BF/Unrated, BG/Unrated, BH/Unrated, BI/Unrated, BJ/Unrated, BK/Unrated, BL/Unrated, BM/Unrated, BN/Unrated, BO/Unrated, BP/Unrated, BQ/Unrated, BR/Unrated, BS/Unrated, BT/Unrated, BU/Unrated, BV/Unrated, BW/Unrated, BX/Unrated, BY/Unrated, BZ/Unrated, CA/Unrated, CB/Unrated, CC/Unrated, CD/Unrated, CE/Unrated, CF/Unrated, CG/Unrated, 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at 15 basis points over US Treasuries, will be taken up by Swiss retail investors over the coming days, in spite of difficult market conditions yesterday, said lead manager SBC.

In the Australian dollar sector, Commerzbank Overseas Finance launched a \$125m issue of five-year bonds, offering a coupon of 10.5 per cent.

which met demand from Swiss, German and Benelux retail investors, lead manager Hambros said.

Caja de Madrid, Spain's second largest savings bank, is to make its debut in the eurobond markets next week with a \$200m offering of three-year floating-rate notes, according to J.P. Morgan.

Pakistan is reported to be close to taking its first step in the international bond markets with a eurodollar offering of around \$200m. Market sources said Bear Stearns had been mandated to lead the offering, which could come soon after Pakistan completes a series of roadshows at the end of next week.

Investment grade rating restored to India

By Richard Lapper

India has regained an investment grade rating on bonds it sells to international investors, which could widen the pool of potential buyers and help cut borrowing costs.

Moody's Investors Service, the US rating agency, yesterday raised the debt rating of India's foreign currency debt to Baa3, the lowest investment grade, from Ba2.

India's bond ratings were downgraded in 1991 as a result of financial difficulties.

Standard & Poor's, another leading US credit rating agency, continues to rate the country's long-term debt at B+ plus, just below investment grade status.

Announcing the increase, Moody's said the move was justified by the success of the government's "structural adjustment programme."

"Basically, the reform process has been developing steadily for a long time," explained Mr. David Levey, managing director of sovereign risk at Moody's. "We are seeing significant benefits for economic growth and efficiency."

"Reserves have increased and there has been substantial inflows of equity and direct investment," he added. "There has been a turning point in the psychology of the country."

The increased rating directly affects eurobonds issued by the Oil and Natural Gas Corporation, which are fully guaranteed by the republic. In addition it could indirectly help local companies raise capital on the international debt markets and could increase the number of institutional investors prepared to buy Indian company shares.

Russian bank files for ADR issue

By Richard Lapper

AvtoVAZbank, a regional Russian bank owned by AvtoVAZ, the country's biggest motor company, has filed an application to issue American depositary receipts.

The company is the first from Russia to make such an application, although two big companies - Lukoil, the oil company, and United Energy Systems of Russia, an electric power company - are expected to follow suit in the next few months. Other Russian companies, including Gazprom, the big gas company, are also planning issues.

AvtoVAZbank is filing to issue so-called "level one" depositary receipts, which means it has to meet less stringent disclosure standards than those typically associated with formal US stock listings. In

addition, it need not file accounts according to standard US principles.

The paper does not allow it to raise new capital in the US but the ADRs, backed by existing shares, can be traded there.

New capital could be raised either through a full listing of shares or through a private placement of ADRs under the Securities and Exchange Commission's rule 144a.

"This is very much a first step," says Mr. Christopher Kearns of the Bank of New York, which will issue the ADRs and hold the Russian stock in its name.

He expects both Lukoil and UES to have ADRs in place in the first quarter of 1995.

"Many companies have ambitious long-term goals. Many have large capital needs which they see will only be satisfied outside of Russia," he added.

Loan for Sweden more than 60% oversubscribed

By Martin Brice

Underwriting for the tightly-priced \$5bn syndicated loan for Sweden has been oversubscribed by more than 60 per cent.

The Swedish government asked J.P. Morgan, the investment bank, to arrange a syndicate of banks to underwrite a total of \$5bn. Pricing on the loan was set at 8 basis points over the London interbank offered rate (Libor).

The 27 banks in the syndicate offered to underwrite a total of \$8.1bn. J.P. Morgan announced yesterday.

The lead underwriters are ABN Amro, Bank of Tokyo, Paribas, Barclays, Bayerische, BNL, BNP, Citibank, Commerzbank, Credit Suisse, Dai-ichi

Kangyo, Dresdner, Fuji, IBJ, Midland, NatWest, Morgan Guaranty, NatWest, Nordbanken, Sakura, Sankei, Societe Generale, Sumitomo, Svenska, Swedbank, SBC and WestLB.

A \$1.75bn syndicated loan for Cerus, which is part of the De Benedetti empire, has been launched into general syndication. Arrangements for the revolving credit, priced at 50 basis points over Libor, are BNP, Indo-Suez and UBS. The loan has a commitment fee of 25 basis points and is secured on shares in Valeo, the automotive component group.

A DM100m loan arranged by Chembank for Vaisala, the Finnish pulp and paper group, has been increased to DM180m after being oversubscribed.

News of lower prices limits fall in US Treasuries

By Lisa Branson in New York and Martin Boyle in London

News of continued economic expansion pushed US Treasury prices lower yesterday morning, but a broad sell-off was held back by a modest decline in prices paid by US manufacturers.

By midday the benchmark 30-year government bond was down 3/4 to 94, yielding 8.026 per cent and the two-year note was down 1/4 to 98 1/2, yielding 7.421 per cent.

The market held relatively steady until the mid-morning release of the National Association of Purchasing Managers index, which rose to 61.2 per cent in October. Although November's figure was the highest in more than 10 years,

it was not strikingly out of line with economists' expectations.

Better news for the bond market was that an NAPM sub-index of prices paid for manufacturing materials fell slightly in November.

The decrease bolstered the dollar, which had risen against both the yen and the D-Mark by midday. A stronger dollar helps bonds by encouraging foreign investors to maintain their holdings.

Mr. Ralph Kautman, chairman of NAPM, attributed the fall in prices to seasonal factors, however, not to economic slowdown, and said he anticipated continued expansion.

The market paid little attention to economic data released earlier showing a larger than expected increase in personal income and a moderate rise in construction expenditure.

UK gilts drifted slightly lower as investors searched in vain for a strong lead from the US. Analysts said the market was waiting for the US non-farm payroll figure today.

The December long gilt future moved down 1/4 to trade around 104 1/2. The yield spread over bonds was around 12b.

Mr. Nigel Richardson at Yarns said gilt futures were positioned to rise. He said the issue of tax stock by the Bank of England on Monday had been interpreted as a signal that the Budget would be good for gilts.

In the event, the Budget had been interpreted cynically by the market and investors were worried about future tax cuts, inaccurate growth forecasts and that the Labour party would be in power during the period covered by current forecasts of government spending.

However, Mr. Richardson thought that even if taxes were cut next year, that would be unlikely to boost gilts too much. Even if forecasts were incorrect, the public sector borrowing requirement was likely to remain below 3 per cent of GDP and a Labour government would be unlikely to take spending above that level.

German bunds drifted in line trading. The December bund futures contract, on a December 1995 maturity, ended at 91.92, up 0.01.

Mr. Reimut Jochimsen, a Bundesbank council member, said the bank remained concerned at the rise in producer prices. Ms. Jane Berryman at Technical Data said: "Evidence continues to mount that German authorities have little if no scope to loosen monetary policy any further."

The Italian market outperformed others yesterday as investors took cheer from agreement on pensions reform.

The December bond futures contract on Liffe ended at 101.87, up 0.27. But Mr. Pio de Gregorio at NatWest Markets said: "The watering down of the (pensions) reform... increases the likelihood that the government will have to resort to a supplementary borrowing sometime next year if the deficit target is to be met."

In engineering go public

In 1989 Bakuha ceased first passenger business and since then it has been a bridge to the future. The company has been a success story in the engineering sector.

Mr. Sadei, chairman of the company, said that Bakuha was a success story in the engineering sector.

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WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

Coupon	Rate	Price	Days' change	Yield	Week	Month
Australia	8.000	98.04	-0.080	10.37	10.38	10.38
Belgium	7.750	100.0	-0.110	8.27	8.27	8.27
Canada	8.500	98.00	-0.100	9.14	9.08	9.22
Denmark	7.000	129.04	-0.020	8.18	8.05	8.04
France	8.000	98.00	-0.020	7.25	7.25	7.25
Germany	7.500	100.0	-0.010	7.20	7.20	7.20
Italy	7.750	110.0	-0.020	7.23	7.23	7.23
Japan	8.000	98.04	-0.080	11.87	11.79	11.88
Netherlands	6.000	100.0	-0.020	8.27	8.27	8.27
Spain	8.000	98.00	-0.020	7.25	7.25	7.25
UK	7.500	100.0	-0.020	8.27	8.27	8.27
US Treasury	8.000	98.04	-0.080	10.37	10.38	10.38
ECU (French Govt)	8.000	98.04	-0.080	10.37	10.38	10.38

London clearing, New York last day. 1. One month, 2. Three months, 3. Six months, 4. Nine months, 5. One year, 6. Two years, 7. Three years, 8. Four years, 9. Five years, 10. Ten years, 11. Thirty years, 12. Perpetual.

Source: Reuters, London. Prices in US dollars, unless stated.

US INTEREST RATES

AT&T			
High	Low	Est. vol.	Open int.

COMPANY NEWS: UK

Offer of 525p a share values electronic drives group at £204m

Emerson agrees bid for Control

By Paul Taylor

Emerson Electric of the US yesterday made a recommended cash offer of 525p a share for Control Techniques, valuing the electronic drives group at £204m.

The shares, which jumped sharply last month after the Powsy-based group announced that it was in takeover talks with Emerson, closed 7p up at 521p.

Following the bid announcement Emerson, which already held 11.4m shares in Control Techniques, equivalent to a 29.4 per cent stake, snapped up a further 3.07m shares at 525p in the market. Directors and their families have agreed to sell their 15.2 per cent holding. As a result the US group now holds, has agreed to pur-

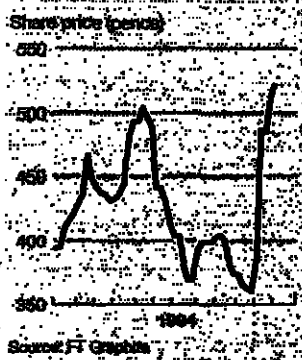
chase or has received irrevocable acceptances covering a total of 20.4m shares, representing 52.5 per cent of the target's equity. Analysts viewed the deal as "cut and dried".

Emerson, advised by Goldman Sachs, said its offer represented a premium of 36.4 per cent over the middle market closing price of 385p on November 4, immediately before the announcement of the takeover discussions.

Control Techniques also announced results yesterday for the year to September 30. Based on its earnings per share of 19.7p (15.3p), the offer represents a historic multiple of 26.6. There is a full loan note alternative to the cash offer.

Despite a weak first half, Control pushed up annual pre-tax profits by 36 per cent to

Control Techniques



£12.4m (£9.1m). Sales rose 10 per cent to £16m (£16.5m). A second interim dividend of 7p a share, makes a total of 9.5p (7.5p).

Mr Trevor Wheatley, chair-

man, said the outlook had changed dramatically in the space of one year. "We are witnessing significant increases in activity levels as a result of greatly increased orders from all around the world."

Control Techniques was set up as a specialised manufacturer of drives or controllers for electric motors in 1973 and has become one of the top three in Europe in its market niche, competing with companies such as Asea Brown Boveri, Toshiba and Mitsubishi.

The relationship between the two companies dates back to 1991 when Control acquired 80 per cent of ICD Drives, a New York subsidiary of Emerson, in exchange for 7.6m Control shares. ICD Drives was later renamed CT Drives.

BFI set for victory in Attwoods bid battle

By Peggy Hollinger

The battle for Attwoods was all but over last night with hostile predator Browning-Ferris Industries of the US believed to have acceptances for substantially more than 55 per cent of the UK company.

The £391m cash bid needed acceptances of just 50.1 per cent to go unconditional. Earlier this week, BFI revealed it had won almost 43 per cent.

BFI refused to comment, but did say it was "very confident of success". However, it is believed that Attwoods' two largest shareholders, Fidelity and Templeton Investments, had either accepted by last night or were in the process of doing so.

Fidelity holds 11 per cent of Attwoods and Templeton about 13 per cent. This would give BFI 54 per cent, after allowing for the 23.8 per cent stake held by Laidlaw of Canada. Laidlaw agreed to sell its shares to BFI under the original lower offer of 109p per ordinary and 85p per preference share.

Last month, BFI raised the bid to 116.75p per ordinary and 92p per preference share, and promised to pay the proposed 3.25p final dividend.

Attwoods' shares closed steady yesterday at 117p.

The Attwoods camp was last night reluctant to concede defeat before today's deadline. Nevertheless, it appears that shareholders have rejected the waste company's promise to return greater value through a break-up plan, in spite of interest from both Waste Management Inc.

Analysts in London said the break-up had offered "too little, too late" to tempt shareholders away from BFI's cash offer.

Meanwhile, BFI announced it had won government approval for the takeover of Attwoods' businesses, which include substantial operations in Florida and the mid-Atlantic states. But it will have to sell a number of routes in four states.

BPB shrugs off price war reports with 73% jump

By Andrew Taylor, Construction Correspondent

BPB Industries, Europe's biggest plasterboard manufacturer, yesterday shrugged off reports that a price war had restarted in Germany by announcing a 73 per cent rise in pre-tax profits from £44m to £76.6m in the six months to September 30.

Mr Jean-Pierre Cuny, chief executive, said that prices on average had fallen by 9 per cent in Germany during the previous 12 months.

Knauf, the largest German producer, however, had just announced rises of between 10 and 15 per cent in Germany and 6.5 per cent in the UK to take effect early next year. There was every indication that these price rises would stick, said Mr Cuny.

He expected prices to rise by about 4 per cent in France. Group profits in the first half, in the absence of further price recovery, had grown strongly on the back of record

plasterboard sales as construction markets, particularly for housing, had begun to pick up in many European countries.

Group turnover had risen by 9 per cent to £625m (£576.3m). Earnings per share rose from 6p to 10.4p with an increased interim dividend of 3.1p (2.6p).

Operating profits rose by 49 per cent to £76.6m (£51.3m), while a much reduced interest bill of £5.3m (£11.8m) further enhanced the pre-tax rise.

Mr Cuny said operating profits were significantly higher in the UK and France, while German profits were also higher because of increased sales, particularly in eastern Germany, underpinned by high demand for housing.

Mr Cuny said plasterboard profits in Canada and South Africa had also risen sharply. The two regions regions account for about 18 per cent of BPB sales.

Elsewhere paper and packaging improved from a £9.3m loss to £6.8m profits due to sharply reduced restructuring costs,

which offset a 49 per cent average rise in waste paper prices. Operating profits would have fallen by 4 per cent if reorganisation costs were excluded.

A strong cash flow meant that group net borrowings fell to £116m (£141.3m at March 31), reducing gearing from 29.6 per cent to 15.5 per cent since September 1993.

COMMENT

A 2p rise in BPB's share price to 295p on a day when the market fell sharply reflects well on the group. The economic tide is now moving in its favour in most of its markets promising further sales increases. BPB, provided the price skirmish in Germany is ended and does not spill over into other markets, should enjoy further increases in plasterboard operating margins already approaching 18 per cent. Pre-tax profits of £160m puts the group on a prospective PE of 13½ this year reducing to 11 the following year on profits of £206m; still good value.

Siebe paying £22.7m for two lossmakers

By Peggy Hollinger

Siebe, the international controls group, yesterday unveiled its second acquisition in as many weeks with the announcement of plans to pay £22.7m in cash for two loss-making appliance controls companies.

Siebe is buying Appliance Controls Technology, with operations in the UK and US, for £13m and 75 per cent of Eliwell of Italy for £9.7m. Last month it paid \$90m for Triconex of the US, which makes shutdown systems for the oil and gas industries.

Mr Allen Yurko, Siebe's chief executive, said the purchases would strengthen the group's product range. "They particularly expand our presence in the laundry, dishwasher and refrigeration segments of the market."

Both companies bring some debt, although Siebe would not specify the level. ACT incurred a loss last year of £700,000 on

sales of £23.1m. Eliwell's losses in the last 12 months were £500,000 on sales of £17.1m.

Siebe said the losses were largely due to heavy spending by both companies on research and development.

The UK company also has the option to purchase the outstanding 25 per cent of Eliwell within three years.

Leeds Group makes 5% improvement

Despite a "fragile" UK market, Leeds Group, the textile dyer and printer, reported a 5 per cent increase in pre-tax profits from £7.23m to £7.62m for the year to September 30.

The group also said it was close to selling its 28.1 per cent stake in the West Yorkshire Insurance Company.

Turnover was up 12 per cent to £22.9m (£21.1m). Earnings per share edged up to 19.3p (18p). The final dividend is 4.2p making a total of 6.5p (5.7p).

All-round growth for Alba

By Geoff Dyer

Alba, the consumer electronics group, reported a 25 per cent increase in pre-tax profits from £1.63m to £2.03m for the six months to September 30 on turnover up 27 per cent to £63.5m, against £50.1m.

Goodmans, the consumer electronics group acquired in May for £3.6m, contributed £8.7m in sales but returned a loss of £23,000. Mr Daniel Harris, chief executive, said that Goodmans, which had been expected to break even, would be profitable by the year end.

Mr Harris said that all divisions had raised profits. The Hinarl domestic appliance division increased sales by 25 per cent. Sales at both the UK brown goods companies, Alba Radio and Bush Radio, were also up.

Earnings per share increased 32 per cent to 8.46p (6.39p) and the interim dividend is 1.1p (1p).

DIVIDENDS ANNOUNCED

Company	Current payment	Date of payment	Corresponding dividend	Total for year	Total last year
AAN	1p	Mar 22	6	-	17.9
Alba	1.1	Apr 24	1	-	5
Anglian Gp	4.1	Feb 17	4.1	-	10.3
Azian Group	1p	Jan 31	-	-	2
Bario	0.44p	Jan 18	0.4	-	1
BPS	3.1	Jan 27	2.6	-	8.1
Casting	1	Jan 14	0.775p	-	2.5
Cater Allen	8p	Jan 10	8	-	28
Control Techs	7	Jan 31	5.15	9.8	7.5
Crabbree	5p	-	2	-	8
Gibson S	2.2	Feb 16	2.2	-	6.5
GrandMet	8.5	Apr 10	8.15	13.85	13
GFT Bus	1.4	Feb 15	-	-	-
Henson	3	Jan 6	2.85	11.7	11.4
Leeds Group	4.2	Jan 25	3.65p	6.3	5.67
MSPC	14.75p	Jan 31	14.75	20	20
Mercury Eur Ptv	0.5	Jan 18	-	-	-
Metro Radio S	5.15	Jan 18	4	7.4	5.5
Orbit	0.125p	Jan 31	-	-	0.5
Rowlinson Secs	0.31	Jan 20	0.24	-	1.8
Royal Bank	9.75	Feb 24	8	18.75	11
Sieboard	4	Jan 31	3.3	-	11.75
3i Group	2.8	Jan 31	1.22	-	-

Dividends shown pence per share net except where otherwise stated. *On increased capital. \$USM stock. \$AUSM currency. *Adjusted for scrip issue.

Brothers triumph at Barr

The rebel shareholders at Barr & Wallace Arnold Trust yesterday claimed a costly victory in the family feud over the motor and leisure group, writes Richard Welford.

The rebels, led by brothers Nicholas and Robert Barr, succeeded in their attempts to join the board in place of both the chief executive and finance director.

The Barr brothers now share the boardroom with their uncle, Mr Malcolm Barr, whom they had earlier asked to stand down as chairman.

At an extraordinary general meeting held in Leeds yesterday, the brothers voted to unseat Mr John Parker, chief executive, and Mr Brian Small,

the finance director.

However, the board said the rebels' campaign had cost the company about £1m in severance payments and extraordinary meetings - equivalent to more than 20 per cent of pre-tax profits last year.

The Barr brothers, who speak for almost 30 per cent of ordinary voting shares, reaffirmed their intention to demote the two divisions, and enfranchise the non-voting A shares.

They also appointed their leisure industry adviser, Mr Helmut Schweimler, to the board.

The boardroom coup follows the collapse of a compromise deal between the board and the rebels last weekend.

This announcement appears as a matter of record only.

Flotation of 3i Group plc



investors in industry

£711 million
Placing and Public Offer

Baring Brothers & Co., Limited
acted as sponsor and
financial adviser to 3i
and co-ordinator of the offer



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Pneumonia, Gangrene
and Syphilis?
All on the way out
because of some piece
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You don't need
finance Dr. Fleming,
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CINVen Ltd is a member of IMRO

Royal Bank at £532m and staff get £25m

By John Gapper, Banking Editor

Staff of Royal Bank of Scotland are to receive an average of £1,100 from a profit-sharing scheme after the bank yesterday disclosed more than doubled pre-tax profits of £532m in the year to September 30.

The bank's shares closed 30p down at 400p on concern at growth in expenses in the UK bank because of investment in technology. They were also continuing worries about slower growth at Direct Line, its insurance arm.

The bank is to distribute £25m, or 8.2 per cent of basic salaries, among 23,000 eligible staff. Lord Younger, chairman, said it was "a demonstration of gratitude to staff for a very positive year of hard work."

The proposed final dividend of 9.75p gives a 25 per cent rise in the total for the year from 11p to 13.75p. Earnings per share rose from 15.8p to 41.4p, and pre-tax return on equity rose from 17.3 per cent to 36.5 per cent.

Acquisitions by US subsidiary Citizens helped to lower the overall ratio of capital to risk-weighted assets from 12.3 per cent to 10.4 per cent, while the core tier 1 capital ratio fell from 6.9 per cent to 6.4 per cent.

Mr George Mathewson, chief executive, said capital ratios could be lower because improved risk management had made its loan portfolio less volatile, and it had diversified income. There was adequate capital for ongoing business.

But Mr Mathewson indicated that the bank might raise capital from shareholders if it wanted to grow by acquisition, reiterating that the bank was interested in buying a UK building society if it was "the right society at the right price."

He said it would not make a counter-bid for the Leeds Permanent Building Society to disrupt its proposed merger with Halifax, but there were few incentives for managers of other profitable societies to seek acquisition by a bank. Provisions for bad debts fell from £290m to £167m. Pre-tax

profits included an exceptional item of £52m profit on the sale of a holding in the venture capital group 3i, and £21m paid to Mr Peter Wood, chief executive of Direct Line.

Non-interest income grew by 27 per cent from £677m to £862m because of higher tariffs on current accounts, commitment and facility fees and insurance commissions. But treasury income fell because of difficulty in volatile markets.

COMMENT

Royal Bank's plea that its investments in infrastructure and technology will bear fruit in future income, while Direct Line can avoid the trap of cyclical general insurance, have fallen on deaf ears. The market has started to mark down the premium in its earnings multiple, believing that 25 per cent dividend growth cannot be sustained. The fall in shares this week has brought it back to a prospective multiple of about 8.5 times earnings per share of 45p. Income pressure makes it unlikely that a higher multiple is justified.

Underlying profits increase gathers pace to 19% in second half

Hanson shows accelerating growth

By David Wighton

Hanson saw an accelerating improvement in operating profits in the year to September 30, with an underlying increase of 8 per cent in the first half, rising to 19 per cent in the second.

UK profit growth of 14 per cent slightly outpaced Hanson Industries in the US, which showed a 12 per cent improvement excluding Quantum.

Profits at the Peabody coal business in the US more than doubled to £144m (£70m) following the settlement of its costly strike, which cost £76m (£125m).

Last month, Peabody paid Exxon £230m for two low-sulphur coal mines in Wyoming, which will help boost production by 50 per cent this year.

Three-quarters of its production is now low-sulphur coal, where prices are expected to firm over the next few years. Because of new clean air legislation Hanson expects the price of high-sulphur coal to decline gently, falling by between \$1 and \$2 a tonne this year.

There was strong growth from the Beazer US aggregates business, where profits jumped 59 per cent to £43m, and a third record year at Cavenham forest products, with profits up 9 per cent to £116m. However, average timber prices tumbled off in the second half, partly due to slower housing starts, and Cavenham is expecting slightly lower profits this year.

The main downturn in the US was at SCM Chemicals, the world's largest producer of titanium dioxide pigment. Although sales were up 5 per cent to £615m, profits fell 18 per cent to £71m as prices slid 2 per cent. This reflects new capacity at Du Pont and SCM itself, together with the lingering effect of recession. But prices appear to have bottomed with Du Pont, the market leader, posting an increase from January.

With the industry still operating at under 90 per cent capacity, a sharp recovery is not expected, but SCM is predicting steady improvement for the rest of the 1990s.

Most of the smaller US businesses performed well. Ertl, the toy maker whose planned flotation has been shelved, increased its contribution by 39 per cent to £20m, but profits

Main contributors to operating profits

	93-94	92-93
	£m	£m
Coal Mining	144	70
Chemicals	220	115
Tobacco products	328	307
Aggregates	117	73
Forest products	116	106
Group total	1,232	978

at Grove Crane nearly halved to £12m.

In the UK, profits growth was driven largely by ARC aggregates, which was up by nearly two-thirds to £89m thanks to a sharp increase in margins, and Hanson Brick where profits rose more than 40 per cent to £23.5m.

With shortages appearing in certain areas, the company is taking some brick kilns out of mothballs.

After a flat first half, Imperial Tobacco turned in profits up 7 per cent to £228m despite an estimated 3.8 per cent decline in the market.

Imperial increased its market share by 1.3 points to 36.8 per cent and pushed through a price increase in April. It believes that price and duty rises are now having less impact on volumes because the market has "hit the hard core smokers".

Hanson raised more than £945m from disposals in the year helping to reduce debt from £3.4bn to £2.3bn.

Gearing was cut from 86 per cent to 51 per cent, but has since risen to 58 per cent following the purchase of the US mines and Scholes in the UK.

Conglomerate's \$3.2bn gamble pays off

David Wighton on how the Quantum deal has proved to be a smart Hanson move

When Hanson acquired Quantum Chemical in a \$3.2bn (£1.95bn) agreed deal last year most analysts on both sides of the Atlantic gave it a cautious welcome.

Some described it as a risky \$3.2bn punt on the chemicals cycle, which only underlined the challenge Hanson faced in finding good acquisitions.

A year later, even those who dismissed it as a punt now admit it has paid off handsomely. Supporters point to it as evidence that Hanson can still strike deals big and cheap enough to make a real difference.

Quantum is the biggest US deal Hanson has done, including the \$2.5bn of debt which came with the company.

While the returns are unlikely to match those generated by SCM, the chemicals group bought by Hanson in 1985 and subsequently broken up, Quantum is already paying off. Some analysts say it could rank as one of Hanson's most successful.

The timing of some of Hanson's recent deals has been far from perfect. With Quantum, however, it was spot on. It bought the company just as it

had completed a heavy investment programme and was planning to rationalise.

More important, it pounced just as the price cycle for Quantum's products had bottomed. "It was miraculous,"

Quantum is the biggest US deal Hanson has done. It is already paying off. Some analysts say it could rank as one of the company's most successful

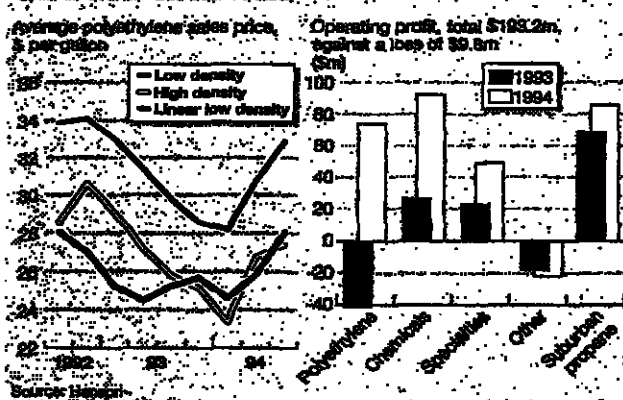
used in a wide range of packaging. Operating profits in the chemicals business soared to £123m with Submicron Propane, the gas distributor that came with the deal, adding a further £54m. In 1988 the two combined made just £25m.

By refinancing Quantum's expensive junk debt Hanson almost halved its interest bill, leaving a £100m contribution to pre-tax profits. After allowing for the shares issued in exchange for Quantum's equity, the deal enhanced Hanson's earnings per share by 3 per cent, more than expected at the time of the deal.

Apart from the price recovery and debt refinancing Quantum appears to have responded to a process of "Hansonisation". It has strengthened the management while retaining most of the principal executives, advanced the rationalisation programme already in train, and identified new cost savings.

In line with the new emphasis on internally generated growth, Hanson has turned on the capital spending tap. Mr Clarke last month announced a \$428m investment programme

Quantum Chemicals



for the chemicals division, of which \$288m is earmarked for Quantum. This will increase polyethylene capacity by almost a fifth and ethylene capacity by nearly a quarter.

Mr Clarke believes that, with a lower cost base and higher capacity, Quantum can surpass its previous record profits of \$711m in 1988. Mr David Ireland, analyst at Hanson's brokers Hoare Govett, thinks the chemical business could make \$750m in 1997.

Other observers are not as bullish and point to the likelihood of prices softening in the middle of next year as new capacity comes on stream. But with demand for polypropylene increasing at twice the rate of economic growth that capacity should be absorbed quickly.

Mr Clarke says he is "very optimistic" about the long-term prospects for Quantum and is convinced there will be similar deals. "They are there. It is just a question of finding them," he says.

All-round growth for Alba

By Geoff Dyer

Alba, the consumer electronics group, reported a 25 per cent increase in pre-tax profit from £1.43m to £1.78m in the six months to September 30, turnover up 27 per cent to £66.5m, against £50.1m.

Goodmans, the consumer electronics group acquired May for £3.6m, continues to show its sales but return on of £24,000. Mr Daniel vira, chief executive, said Goodmans, which had been expected to break even, was profitable by the year.

Mr Harris said that Alba had raised profits. Alba's domestic appliances division increased sales by 20 per cent. Sales at both the home goods companies, Alba and Rush Radio, are up.

Earnings per share increased 22 per cent to 1.1p and the interim dividend to 1.1p.

Castings advances to £3.1m

Castings, the maker of iron and precision castings, said demand had remained high in the six months to September 30 and sales rose 30 per cent from £18.3m to £23.1m. This worked through into pre-tax profits of £3.1m, up 55 per cent from £1.97m.

The interim dividend has been raised to 1p (0.775p restated) on earnings per share of 4.51p (£1.125p).

Murray Johnstone

Murray Johnstone has raised £54.3m with the launch of its Murray Emerging Economies Investment Trust, of which 70 per cent came from institutions, and the remainder from independent financial advisers and individual investors.

Cater Allen edges up to £10.1m at midway

Pre-tax profits at Cater Allen Holdings, the discount house and banking group, edged ahead from £9.88m to £10.1m in the six months to October 31, partly because money market banking did not match the "exceptionally high profit of the same period of 1993."

Profits from this area declined to £2.99m (£5.27m), while stock lending activities grew to £5.83m (£3.70m). Off-shore trust and banking business made £1.98m (£1.88m) and losses from Lloyd's agencies were reduced to £546,000 (£1.12m). Financial futures brought in £295,000 (£440,000).

In June the group launched a £32.3m rights issue and in August it acquired the banking operations of Jupiter Tyndall, the asset management group, and Compass Trust Group, a Jersey-based trust. Cater said the latter deal would extend its

trust business, which is part of its private banking business on the island. Shaggy's Money brokers also received some of the rights money.

Cater said the investment of the rights proceeds had earned a return of 15 per cent a year before tax.

Profits at Cater Allen Ltd, the money market bank and discount house, were satisfactory, the group said, at a time when interest rates generally rose.

Cater said that, as an operator at the centre of the secured money market, Cater Allen Ltd approved of the development of an open gilt repo market after June 1995 to increase liquidity, efficiency and broaden investor participation in the gilt-edged market.

Earnings per share declined to 24p (23p) and the interim dividend is held at 8p.

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FINANCIAL TIMES

MEPC

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- EPS increased from 15.5p to 20.1p
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Extracts of Preliminary Results for the year ended 30 September 1994.

Copies of the Report and Financial Statements will be posted in shareholders on 13 December 1994 and made available to the public at the company's registered office, as above, from that date.

COMPANY NEWS: UK

Fleet of refuse trucks played part in healthcare group's setback

AAH shares tumble on warning

By David Blackwell

A setback in its environmental services division contributed to a 14 per cent fall in interim profits at AAH, the pharmaceuticals distribution and retailing group. The shares fell 48p to close at 336p.

Mr John Padovan, chairman, warned that profits for the full year would be below last year's levels as pre-tax figures for the six months to the end of September fell from £19.1m to £16.4m.

Operating profits at the environmental services division, which supplies services and equipment to local authorities, fell from £2.3m to £200,000 on sales of £37.5m (£36.6m).

Mr Bill Revell, chief executive, blamed the setback mainly on the performance of the hire fleet of rubbish and street-sweeping trucks. This had now been chopped by two-thirds to 110 vehicles.

The second half is traditionally poorer for the division, so a recovery is not expected. While the business is not up

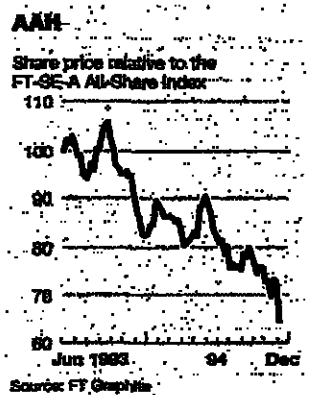
for sale, "we are not wedded to any part of it if we don't see a long-term future", Mr Revell said.

Group sales moved ahead from £778.1m to £798.6m. The latest figure includes £5.8m from acquisitions and £1.5m from discontinued operations, while the previous figure included £47.8m from the building supplies operation sold to Travis Perkins in March.

Mr Revell said the absence of profits from the building supplies business had also contributed to the first-half setback. In addition lower gains on property disposals and increased pension contributions had cost £1m.

Operating profits from the healthcare division, which accounts for more than 91 per cent of total sales, improved from £16.6m to £17.1m, although net margins eased from 2.6 to 2.4 per cent. Sales were £717.9m (£642.7m).

Mr Revell said the group had "no problem with sales - the key is to get the cost of handling sales down". The group is



in the middle of a rationalisation programme in its whole-sale distribution business, for which a £5m provision was made last year. So far £1.4m has been spent, and the number of branches cut by six to 18. By March 1996, the group plans to have 15 branches, of which seven will be fully automated.

The group has acquired 17 further pharmacies since March, taking the total to 306.

Earnings per share fell to 12.2p (14.7p). The interim dividend is unchanged at 6p.

COMMENT

The extent of the problems at AAH is reflected in the sharp downward revision of City forecasts for the full year from around £42m to £36m. Any reasons for being in the environmental services sector have disappeared, and in any case the pressures on local authorities are unlikely to go away. The management, quite right to sell the building supplies operation, should ask itself why it is in any business outside the healthcare division, which accounts for more than 91 per cent of sales. Even here, the rationalisation and modernisation taking place is affecting performance while the group catches up with the competition. However, the healthcare business is performing reasonably well in a growth market. On a prospective multiple of around 12, this might prove enough of a lure to hold on for better times.

Ushers is latest to withdraw flotation

By David Blackwell

Ushers, the Whitbread-based brewer and pub chain, yesterday pulled its flotation.

Mr Roger North, chief executive, said the response from institutions had been good. But while more than 30 institutions had been interested, they had promised "only three-quarters of the money we needed".

Unless the shares were fully placed ahead of the public offer, the group would be running the risk of a bad after-market - "and I would rather wait", Mr North said.

The group was expected to be valued on flotation at more than £100m. It was planning a placing and open offer to raise around £50m of new money in order to clear senior debt of £35m, redeem preference shares and accelerate expansion.

The withdrawal of the offer follows a warning earlier this week from Marston, Thompson & Evershed, the Burton-based brewer. The shares fell after it reported a rise in both beer sales and interim profits, but spoke of volatile trading and caution about second-half prospects.

The beer market is widely seen as being in decline. While Ushers' brewery is making 300,000 barrels of beer a year, using 24-hour shifts working to meet demand, 200,000 barrels are under contract to Courage - a figure that will fall by two-thirds in 1996.

Mr North said the Courage contract was not an issue - the float was a victim of the state of the new issues market.

"We thought we could prevail against the market, but we did not," he said. The Ushers brewery in Trowbridge dates back to 1824 but the current brewery was formed only in 1991 after the Beer Orders, which obliged the industry to reduce the number of their tied houses.

The brewery and an unrelated estate of 433 pubs in south-west England and South Wales were acquired through a £71m management buy-in from Courage.

In the past three years the group has paid off £15m of debt and invested £15m in taking the number of pubs to 470, as well as modernising the brewery.

The pathfinder document showed pre-tax profits for the year to October ahead from £7.76m to £10.4m on sales of £39.1m (£38.5m). The main shareholders are Schroder Ventures and Swiss Bank Corporation.

Crabtree leaps to over £4m

Crabtree Group, the metal decorating press manufacturer, saw pre-tax profits leap from £1.97m to £4.11m in the year to September 30, on a turnover of £28.5m, against £27.7m.

The result was boosted by the first full contribution from the group's principal subsidiary, Crabtree of Gateshead, against only 10 weeks previously. Earnings per share came to 18.6p (10.7p) and the dividend was lifted to 5p (2p) with a recommended final of 5p.

The deal, which offers the alternatives or loan notes or shares, values Harborne at about £14.5m. Its directors have accepted the offer in relation to their own holdings, which means that BPT has rights over about 30.4 per cent of the ordinary shares and 25.9 per cent of preference shares.

Harborne backs Bradford bid

Harborne Tenants, the property investment company, yesterday recommended an increased offer of 28p per ordinary share and 60p per preference share from Bradford Property Trust.

The deal, which offers the alternatives or loan notes or shares, values Harborne at about £14.5m. Its directors have accepted the offer in relation to their own holdings, which means that BPT has rights over about 30.4 per cent of the ordinary shares and 25.9 per cent of preference shares.

Rowlinson Securities up at £1.2m

Pre-tax profits at Rowlinson Securities, the Cheshire-based property group, advanced from £1.11m to £1.21m in the six months to the end of September.

The result was helped by increased profit on property sales of £228,000 (£41,000) and lower finance charges of £52,000 (£61,000).

Gross rental income was unchanged at £1.87m and contracting almost doubled to £4.39m (£2.39m). However, the company said it had taken a prudent approach to the recognition of profits on unfinished contracts and operating profits were lower at £1.22m (£1.22m).

Earnings were 4.27p (5.96p) and the interim dividend is raised to 0.13p (0.24p).

Sutcliffe Speakman A strong second quarter at Sutcliffe Speakman meant the

NEWS DIGEST

high technology carbon and environment protection systems group turned in pre-tax profits of £306,000 for the half year to September 30. This compared with £361,000 last time, though this included an exceptional credit of £576,000.

Turnover rose by 11 per cent to £11.4m (£10.3m). Earnings per share were 0.04p (0.38p) and an interim dividend of 0.25p has been declared.

Mid Kent Holdings Pre-tax profits at Mid Kent Holdings were static in the first half to September 30, due to difficult trading conditions in its subsidiary.

Turnover at the group, which supplies water to Kent and Sussex and provides consultancy services to the water supply industry, rose 11 per cent to £18.3m (£16.4m).

However, despite progress in the water company's performance, difficult trading conditions experienced by Cysse-Reedbury, acquired last year, held group pre-tax profits to £2.83m (£3.8m).

The interim dividend has been raised to 5.5p (5p) from

3i increases net asset value by 6.7% to 334p

By Paul Taylor

3i, the recently floated venture capital group, yesterday reported a 6.7 per cent increase in net asset value per share to 334p in the six months to September 30.

Mr Ewen Macpherson, chief executive, said that the group, which came to the market in July, had continued to concentrate on its core business activity of investment in small and medium-sized companies in the UK and continental Europe. "Our business in these areas has been very active compared to the same period last year," he said.

3i is paying an interim dividend of 2.5p. Sir George Russell, chairman, said this represented an increase of 7 per cent on last year's interim - paid prior to flotation - together with bringing forward 0.75p of the final in order to reduce disparity between the interim and final dividends.

The total return - a combination of dividend revenues less costs and net interest, realised investment profits and the appreciation of the unrealised portfolio - was £140m compared with £151m, representing a six months return on shareholders' funds of 7.6 per cent.

Mr Macpherson noted that the total return to shareholders had been achieved in a business climate, "that has been satisfactory for investment and disinvestment, but which has seen declines in most UK stock market indices, and some evidence in recent months of a levelling off in the rate of improvement in confidence amongst businessmen, compared to the steady



Sir George Russell (left) with Brian Larcombe, finance director (centre) and Ewen Macpherson: very active in core areas

improvement which we saw during the previous year."

Pre-tax revenue rose by 12 per cent from £27.6m to £31.2m. This was helped by a surge in fees and commissions, which jumped from £7.3m to £13m mainly reflecting the much higher levels of gross investment and a first time contribution from the management of a fund for continental European investments.

Gross dividends from equity investments rose from £34.8m to £35.4m, despite the reduction in ACT credit from 22.5 per cent to 20 per cent.

Within the total return, after-tax revenue rose by 17 per

cent from £28.2m to £33m. The group made realised capital profits, after losses and provisions, of £61.5m compared with £30.6m a year earlier. However unrealised growth in the value of investments appreciation was lower at £36.9m, against £135.3m.

3i invested £246.2m during the first six months, compared with £132.9m. Investment in the UK was particularly high and the group invested £230m in 321 businesses in the six months, compared with £116m in 245 businesses in the 1993 period. Much of this was in management buy-outs and buy-ins.

Celltech poised to sign another collaboration

By Daniel Green

Celltech, the biotechnology company, is likely to sign another large collaborative deal with a pharmaceuticals company during 1995.

Mr Peter Fellner, chief executive, said several companies were interested but would not say which of Celltech's potential products was involved. Any new partnership is likely to include the company's proprietary cancer-treating matrix metalloproteinase inhibitors.

The company has already received £13.6m from its partnerships and is set to earn up to another £47m by 1998, depending on the progress of drugs in development.

Celltech shares rose 2p to a new high of 239p.

The company also announced a pre-tax loss for the year to September 30 of £6.9m (£5.9m), largely as a

result of higher research and development spending. Losses per share were 11p (10.3p).

Cash outflow increased from £6.9m to £9.7m after higher capital spending on a new plant. The company had £36.4m (£17.9m) cash at the year end. It raised £27.3m in a rights issue in December 1993.

Mr Fellner said that 1995 would see results from small-scale but statistically significant clinical trials on its product GDF 671 in Type II diabetes and inflammatory bowel disease.

Turnover was unchanged at £14.2m, entirely from the company's Biologics manufacturing division.

Mr Peter Allen, finance director, said that disruption caused by the construction of a bigger plant had hit the Biologics division in the second half and would continue to do so into the first half of this year.

COMMENT

A comparison between Celltech and British Biotech, which announced interim results this week, is instructive. Celltech is about a year behind in terms of progress in clinical trials. The trials are slower. It takes longer to see whether a drug helps an arthritis sufferer than a cancer patient close to death. On the other hand, Celltech is conducting statistically significant studies at an earlier stage. It has more potential drugs in its pipeline, thus spreading risk. Most importantly, Celltech has collaborations with big name drugs companies, and their expert assessment is worth more than a City analyst's report. Where companies such as Merck, Bayer and Schering-Plough invest, others follow. The shares beat February's all-time high this week and should rise further.

GRT climbs 24% to £2.9m

By Simon Davies

GRT, the smallest of the listed bus and coach operators, yesterday announced a 24 per cent increase in profits, aided by contributions from its aggressive acquisitions policy.

Pre-tax profits rose from £2.12m to £2.68m, with acquisitions providing £170,000. The contribution from acquisitions will accelerate in the second half.

On a like-for-like basis, GRT said it achieved a slight improvement in operating

profit margins on existing businesses from 14.5 to 14.8 per cent. It added that it was rapidly turning around the performance of its recent acquisitions.

During 1994 and 1995, it is buying 100 new buses at a cost of £10m. This should help counter the 3 to 4 per cent annual decline in passenger numbers, and would also improve margins through lower maintenance costs.

It is paying a maiden dividend of 1.4p per share from earnings of 5.5p (4.5p).

Azlan lower at £1.1m

Azlan Group, which sells networking computer products, reported pre-tax profits down from £1.88m to £1.08m for the six months to September 30, after a sharp increase in distribution costs to £5.97m, against £3.1m.

Turnover advanced by 32 per cent to £37.7m compared with £28.5m. Earnings per share

dipped to 3.7p (8.3p), but an interim dividend of 1p has been declared.

Mr Chris Martin, managing director, said that with positive results from actions taken in the UK and the strong performance in continental Europe, the group was confident of improving profitability.

MONTHLY AVERAGES OF STOCK INDICES

	November	October	September	August
FT-SE Actuaries Indices				
100 Index	3064.9	3046.8	3068.3	3176.5
Mid 250	3528.2	3496.3	3643.9	3736.8
350 Share	1542.22	1529.4	1564.2	1604.5
Non-Financial	1854.00	1836.72	1860.38	1728.77
Financial Group	2186.40	2137.44	2181.71	2197.58
All-Share	1532.70	1518.06	1533.97	1591.47
Eurotrack 100	1397.31	1317.85	1358.50	1379.19
Eurotrack 200	1396.82	1374.17	1405.56	1430.90
FT-A World Index	1774.7	1777.1	1779.9	1787.5
FT Indices				
Government Securities	91.82	80.99	80.86	91.85
Fixed Interest	108.20	107.71	107.72	110.02
Ordinary	2368.0	2248.3	2404.6	2483.3
Gold Mines	2031.24	2240.63	2250.06	1953.17
SEAO Bargains(5.00pm)	24.168	25.105	25.608	25.402
Highest Close Nov				
FT-SE 100	3146.5 (1994)		3027.5 (2394)	
FT-SE Mid 250	3582.5 (1994)		3477.1 (3001)	
FT-SE 350	1578.7 (1994)		1521.2 (2394)	
FT-A All Share	1580.20 (1994)		1507.88 (2394)	
Ordinary	2416.6 (1994)		2253.3 (2594)	
Lowest Close Nov				

CONTRACTS & TENDERS

CAP MILANO CONSORZIO PER L'ACQUA POTABILE

Via Rimini, 34/36 - 20142 MILANO

ESITO DI GARA D'APPALTO

Ai sensi dell'art. 20 della Legge 19.3.1990 n. 55, si rende noto che alla gara relativa alla fornitura di ml 65.200 di tubazioni per acquedotto per un importo a base d'appalto di lire 1.800.000.000,= + Iva sono state invitate le seguenti ditte:

1) ACCIAIERIE ARVEDI S.p.A. - 2) GENERAL SIDER ITALIANA S.p.A. - 3) WILSIDER S.r.l. - 4) SINTERTEC S.r.l. - 5) T.B. TRADE BUILDING Soc. cons. a r.l. - 6) G. CAMPIONE E C. S.n.c. - 7) NALCA S.r.l. - 8) LA BIUDEPERATRICE S.p.A. - 9) JANNONE ARM S.p.A. - 10) JANNONE TUBI S.r.l. - 11) TDI TUBI DALMINE ILVA S.r.l. - 12) SIGMA S.r.l.

Ditte partecipanti: n. 1) - n. 2) - n. 6) - n. 7) - n. 11) - n. 12)

Risultato aggiudicatario la ditta NALCA S.r.l. che ha praticato il ribasso d'asta del 9,03%. Sistema di aggiudicazione: licitazione privata ai sensi dell'art. 73 lett. c) del R.D. 23.5.1924 n. 827 e con il procedimento previsto dall'art. 76, commi 1, 2, 3 e con l'osservanza degli artt. 24-25 della Legge Regionale 12.9.1983 n. 70.

IL DIRETTORE GENERALE ff.

Norberto Minotta

REPUBLIC OF TUNISIA
MINISTRY OF THE ENVIRONMENT
Direction Generale de l'Aménagement
du Territoire

INTERNATIONAL TENDER

Elaboration of the General Guidelines for the National Regional Development Programme

CHANGE OF DATE

The Direction Generale de l'Aménagement du Territoire wishes to notify all potential tenderers that the final date for receipt of tenders has been moved from 8th December 1994 to at the latest 13.30 hours on Saturday, 7th January 1995 under the same terms and conditions as laid down in the original tender announcement.

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Retail decline leaves Anglian Gp lower at £10m

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COMMODITIES AND AGRICULTURE

Silver price plunges below \$5 an ounce

By Kenneth Gooding, Mining Correspondent

Silver yesterday plunged below the psychologically important \$5 a troy ounce level, giving a salutary warning about what can happen when investment funds, having driven metal prices up with a buying spree, decide to quit the market.

Taking its cue from an overnight slump in New York, silver closed in London at \$4.90, its lowest since January. It had lost 17 cents or more than 3 per cent of its value in one day.

Analysts suggested that the sudden drop was another phase in the funds' recent involvement in the market. This started in the early months of 1994 when, encouraged by suggestions that supply and demand for silver was coming back into balance, speculative funds bought futures and physical silver heavily.

It was said they were targeting at least \$7 an ounce. In the event they were not able to



Source: Datastream

breach \$6, but the spot price for silver - used mainly in photographic papers - averaged \$5.38 an ounce in the first nine months compared with \$4.19 in the same period of 1993.

The key elements keeping prices down in the face of the silver plunge were selling by producers when the price went above \$5.50 and the price sensitivity of buyers in India, the biggest silver investment mar-

ket. The CRU International consultancy group estimates that in the first nine months silver imports to India fell from 2,000 tonnes last year to 1,180 tonnes, a drop of 42.5 per cent.

Mr Ted Arnold, analyst at Merrill Lynch, pointed out that the investment funds had not only been unwinding their paper positions in recent weeks but also selling physical metal. New York Commodity Exchange stocks had risen by 14 per cent to 265.7m ounces in the third quarter. This made the market vulnerable to concerted selling, particularly from funds that rely on computer-based trading.

Mr George Milling-Stanley of Lehman Brothers also said the fundamental picture suggested silver should not go much lower and a price of \$4.90 was reasonable. However, "the funds showed when they drove silver up towards \$6 that they can overcome the fundamentals for a time and if they continue to sell short they could send it lower".

By Deborah Hargreaves

Intervention buying of meat by the European Union, which led to the creation of the infamous beef "mountains", should virtually disappear in future, Mr Roelof Binnink, head of the European Commission's beef and sheepmeat division, said yesterday.

"Intervention will be used in future as little as possible. Its role as a market support measure has been considerably reduced and support is now given by premium payments to farmers," he told a meat policy conference organised by Agre Europe.

But Mr Binnink also said that EU beef production would have to fall by between 300,000

and 400,000 tonnes by 2000 to fit in with the requirements of the General Agreement on Tariffs and Trade. GATT limits the amount of subsidised beef exports from the EU to 817,000 tonnes, compared with traditional levels of exports of around 1.1m tonnes.

Beef stocks held in intervention stores have fallen dramatically to 100,000 tonnes from just over 1m tonnes a year ago. Mr Binnink said that today's marks the end of a year in which no additional beef has been bought for intervention.

Intervention buying has traditionally acted as a safety net for farmers by soaking up excess supply and maintaining internal EU prices at levels higher than the world market.

But reform of the common agricultural policy has progressively reduced the price at which stocks can be bought, compensating farmers by direct premium payments.

Mr Binnink said the drop in EU beef production in the past two years probably had more to do with increases in productivity by dairy cows than CAP reform. Cow numbers dropped from 33m to 32m as each animal produced more milk; this led to a reduction in the number of beef calves.

At the same time, imports from eastern Europe had been restricted to 425,000 animals and the absorption of more beef from the reunified Germany has been completed.

Mr Binnink believed there

would be a rise in beef output of only 1 or 2 per cent next year; there were not enough cows to produce dramatic increases.

He said it was too soon to determine whether CAP reform would result in the necessary reduction in beef production to accommodate GATT but said the commission would take additional steps if required.

Mr René Laporte, chairman of the French meat traders' federation, called on the commission to re-direct EU beef exports to lucrative markets in South-east Asia, such as Japan and Korea, and the US, instead of countries with limited means of payment such as the former Soviet Union, eastern Europe and north Africa.

"The EU cannot neglect the markets and still call itself an important player in the world market," he said.

Mr Brian Revell, senior economist at the Scottish Agricultural College, said the drop in EU subsidised beef exports would relieve pressure on world prices under GATT. But EU poultry prices would fall by more than beef because of cheaper grain, which would cause a drop in EU beef consumption. That meant the EU would need to import less beef while maintaining exports.

Mr Binnink said it was important to try to maintain a balance between different meat prices so that beef would not be allowed to rise to more than double the poultry price.

Commodity fund seeks uses for unwanted support money

By Frances Williams in Geneva

The Common Fund for Commodities is to draw up proposals for a programme of technical assistance to aid commodity producers to trade their wares efficiently. The move follows strong pressure on the Amsterdam-based fund to find a good use for some \$20m, left untouched because it is earmarked for commodity price support operations that have never materialised.

Australia, Canada and New Zealand have withdrawn from the fund and others have

threatened to follow suit if a solution is not found soon.

At its annual governing council meeting earlier this week, the fund's 108 members agreed to prepare a technical assistance programme that would enable commodity producers to take better advantage of new trading opportunities opened up by the Uruguay Round global trade accord.

Mr Bruno de Vuyst, council secretary, says the focus will be on helping countries to organise efficient national and regional commodity exchanges, improving warehousing and

advising on relevant legislation.

Fund members also agreed this week to come up with new ideas for employing the \$71m of capital contributions in the so-called "first account", including possible amendment of the 1980 treaty setting up the fund. This requires the surplus income from the first account (after covering \$3m-a-year administrative costs) to be used for loans to cover buffer stock operations.

Since the treaty was signed, price stabilisation records have fallen out of favour. Only one

commodity pact with buffer stock arrangements - on natural rubber - now remains and its members have shown no interest in using "first account" resources.

The fund, which began operations in 1989, has also come under fire for the slow start of its "second account" programme, which uses voluntary contributions from donors to help finance commodity development projects.

However, 27 projects worth \$80m have now been approved (21 of them in the past two years) with the fund contribut-

ing \$23.6m. The remaining cash has been raised from other national and international organisations.

In a less encouraging development, the governing board failed this week to elect a new managing director after votes split equally between the two leading candidates, Mr Dany Chekier of Belgium and Mr Ernest Leung of the Philippines.

The present managing director, Mr Budi Hartantyo of Indonesia, is to serve for a further year while countries come up with fresh nominations.

Australian crop loss estimate raised to 54%

by Nikliff Tait in Sydney

Australia's winter crop production is now expected to fall by 54 per cent over last year's level as a result of the severe drought in Queensland and New South Wales. The drought is also forecast to slice \$2.9bn of national income generally, equivalent to a 0.7 percentage point reduction in the economic growth rate.

The new estimates, released by Senator Bob Collins, Australia's primary industries minister, represent yet another increase in the forecast impact of the weather conditions on the nation's rural production and the overall economy.

Previously, the Australian Bureau of Agriculture and

Resource Economics had suggested that the drought would clip national income in 1994-95 by \$2.5bn. It had also forecast that the winter crop yield would be around 17m tonnes. The new number is 13m tonnes, compared with 28m tonnes in 1993-94.

Senator Collins added that the wheat crop was now expected to fall by 50 per cent, to its lowest level since 1972. In its last quarterly crop report, Abars had previously suggested a 38 per cent fall, to 10.4m tonnes. The minister also said that the Bureau of Meteorology was forecasting that the drought would persist until the end of the year at least, followed by poor and late summer rains.

EU to issue licences covering 'windwards' banana losses

By Deborah Hargreaves

Additional licences for exports of bananas into the European Union market will be awarded on Monday to companies that ship fruit from the Windward Islands. The European Commission has agreed that importers can substitute bananas from other sources to replace fruit in the Caribbean group that was damaged by September's tropical storm.

The commission has awarded 14,800 extra licences to St Lucia, 2,700 to Dominica, 5,900 to Guadeloupe and 30,000 to Martinique. These will be allocated to companies shipping to the EU.

By Kenneth Gooding

A small company based in the Channel Islands is part of a joint venture that was yesterday awarded a licence to explore for gold and diamonds in a huge area of Kazakhstan.

The Moonstone Group, which says it can call on Australian, Bahraini, Swiss and UK finance and expertise, has joined with Altyntas, Kazakhstan's gold and precious stones organisation, to form the Altyntas-Tas joint venture. This has been licensed to

explore 56,000 sq km of the Zhambyl region in the republic's south-western gold belt.

The 50-50 joint venture will also build a gold bullion plant at the Akbatal mine in the region and introduce bacterial leaching technology into the country to help treat difficult ores, particularly those containing arsenic.

The joint venture will start in a modest way. Mr Yannie Mercier, chairman of Moonstone and who shares chairmanship of the joint venture

with Mr Abdurrahman Begaliev, president of Altyntas, said the licence agreement commits A-T to spending a minimum of US\$2m annually on exploration for five years. However, it also gives the joint venture the right to mine any gold and diamond reserves they discover. A-T will also provide \$3.7m towards the cost of the gold plant at Akbatal, a facility designed by the Western Australian company, Signet Engineering, whose founder, Mr Tom Duckworth, is an A-T director.

Moonstone owns 22 per cent of BacTech (Australia) which uses bioleaching technology first developed in the chemistry department of King's College, London. Moonstone has exclusive rights to the use of the BacTech process in the Commonwealth of Independent States.

The first commercial application of BacTech started recently at Gold Mines of Australia's Youanmi Deep mine near Mt Magnet in Western Australia. Mr Mercier said the Russian

Ministry of Geology had spent about US\$22m during the past 30 years to map the Zhambyl region so that its mineral resources could be evaluated.

Kazakhstan is welcoming foreign capital for its mining industry because it aims to increase gold output substantially. Altyntas's Mr Begaliev said earlier this year that his government wanted to lift annual output from about 14 tonnes to between 42 and 56 tonnes very quickly to build reserves to back the country's new currency.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE (Prices from Amalgamated Metal Trading)

ALUMINIUM, 99.7% purity (\$ per tonne)

Cash 3 mths

Close 1920-1 1945-6

Previous 1920-7 1945-7

High/Low 1905 1951/1913

AM Official 1905-6 1929-5

Kerb close 1905-6 1945-6

Open int. 254.188

Total daily turnover 73,539

ALUMINIUM ALLOY (\$ per tonne)

Close 1850-40 1890-50

Previous 1845-55 1875-85

High/Low 1840-40 1890/1895

AM Official 1840-40 1865-75

Kerb close 1840-40 1850-5

Open int. 3,048

Total daily turnover 576

LEAD (\$ per tonne)

Close 637-8 682-3

Previous 636-7-5 654-8

High/Low 630-5-1 647-5-6

AM Official 630-5-1 652-3

Kerb close 630-5-1 652-3

Open int. 43,702

Total daily turnover 8,839

NICKEL (\$ per tonne)

Close 8000-70 8150-5

Previous 8025-55 8150-50

High/Low 8025-55 8150-50

AM Official 8025-55 8150-50

Kerb close 8025-55 8150-50

Open int. 47,467

Total daily turnover 9,987

TIN (\$ per tonne)

Close 6040-50 6130-5

Previous 6065-75 6135-50

High/Low 6065-75 6135-50

AM Official 6040-50 6130-5

Kerb close 6040-50 6141-50

Open int. 23,210

Total daily turnover 5,612

ZINC, special high grade (\$ per tonne)

Close 1121-2 1148-50

Previous 1129-30 1157-8

High/Low 1118 1150/1142

AM Official 1118 1147-5

Kerb close 1118 1158-0

Precious Metals continued

GOLD COMEX (100 Troy oz; \$/troy oz)

Sett. Day's

Dec 378.6 -2.1 376.3 376.7 6,598 5,088

Jan 380.2 -2.2 380.0 380.0 42,959 42,959

Feb 382.3 -2.2 384.3 384.5 40,599 40,599

Mar 385.2 -2.2 385.0 385.0 15,330 15,330

Apr 392.3 -2.3 392.4 393.5 18,882 18,882

Aug 384.6 -2.2 385.0 394.0 11,803 70

Total 172,169 50,616

PLATINUM NYMEX (100 Troy oz; \$/troy oz)

Sett. Day's

Jan 491.1 -3.2 493.5 493.0 15,304 5,678

Feb 492.7 -3.2 497.5 494.5 5,286 38

Mar 490.0 -3.2 492.5 490.0 1,882 19

Apr 494.5 -3.2 - - - 12 -

Total 27,294 6,691

PALLADIUM NYMEX (100 Troy oz; \$/troy oz)

Sett. Day's

Dec 152.75 -0.75 154.00 152.00 780 468

Jan 155.00 -0.75 155.25 153.00 5,688 701

Feb 155.00 -0.75 - - - 98 -

Mar 155.00 -0.75 - - - 7,998 1,982

Total 7,998 1,982

SILVER COMEX (100 Troy oz; \$/troy oz)

Sett. Day's

Dec 480.7 +1.1 481.0 480.0 5,882 6,087

Jan 482.7 +1.1 482.0 481.0 97 5

Feb 485.5 +1.2 - - - 12 -

Mar 485.5 +1.2 488.0 485.0 80,455 40,283

May 504.4 +1.0 505.0 500.0 7,444 722

Jul 510.7 +1.0 510.5 509.0 7,518 4,050

Total 136,592 66,672

SOYABEAN OIL CME (50,000 lbs; \$/bushel)

Sett. Day's

Dec 26.54 -0.18 26.50 26.50 16,116 3,694

Jan 27.20 -0.18 27.18 27.18 16,116 3,694

Feb 26.26 -0.18 26.26 26.26 27,401 4,839

Mar 26.37 -0.18 26.36 26.36 17,994 4,839

May 26.84 -0.18 26.84 26.84 1,495 38

Jul 24.94 -0.22 24.94 24.94 2,292 1,943

Total 248,722 62,937

BARLEY LCE (\$ per tonne)

Sett. Day's

Dec 102.50 -0.50 102.00 102.00 415 10

Jan 104.50 -0.50 - - - 134 -

Feb 104.50 -0.50 - - - 32 -

Mar 104.50 -0.50 - - - 81 -

Total 708 18

ENERGY

CRUDE OIL NYMEX (42,000 US gal; \$/barrel)

Sett. Day's

Dec 18.07 +0.02 18.12 17.98 91,504 34,601

Jan 18.02 +0.02 18.07 17.93 91,504 34,601

Feb 17.87 +0.01 18.05 17.82 34,808 9,040

Mar 17.55 -0.01 18.01 17.55 18,402 5,394

May 17.50 +0.02 17.56 17.50 14,119 5,538

Jul 17.82 +0.01 17.86 17.89 28,722 5,220

Total 358,982 115,973

CRUDE OIL IPE (\$/barrel)

Sett. Day's

Dec 17.13 +0.02 17.16 17.07 88,365 16,590

Jan 16.85 +0.03 16.97 16.80 44,273 12,328

Feb 18.83 +0.01 18.84 18.79 15,672 2,626

Mar 16.74 -0.02 16.78 16.74 7,238 1,580

May 18.73 +0.01 18.74 18.71 5,673 782

Jul 18.87 +0.01 18.90 18.85 5,927 80

Total 178,776 34,511

HEATING OIL NYMEX (42,000 US gal; \$/barrel)

Sett. Day's

Dec 18.07 +0.02 18.12 17.98 91,504 34,601

Jan 18.02 +0.02 18.07 17.93 91,504 34,601

Feb 17.87 +0.01 18.05 17.82 34,808 9,040

Mar 17.55 -0.01 18.01 17.55 18,402 5,394

May 17.50 +0.02 17.56 17.50 14,119 5,538

Jul 17.82 +0.01 17.86 17.89 28,722 5,220

Total 358,982 115,973

NATURAL GAS NYMEX (10,000 cu ft; \$/unit)

Sett. Day's

Dec 1.70 +0.005 1.720 1.699 32,749 17,577

Jan 1.740 +0.009 1.760 1.710 16,188 8,922

Feb 1.740 +0.005 1.760 1.710 16,188 8,922

Mar 1.710 +0.005 1.730 1.695 8,037 2,252

May 1.720 +0.003 1.725 1.700 8,278 1,275

Jul 1.730 - 1.750 1.720 7,285 91

Total 158,928 37,816

UNLEADED GASOLINE NYMEX (42,000 US gal; \$/unit)

Sett. Day's

TRANSPORT - Cont[illegible][illegible]

Estimated probabilities that an individual will be selected for a "bad" distribution are calculated on the basis of the following information:

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AIS Investment Managers (Guernsey) Ltd
 100, Rue de la Poste, 99900, St. Helier, Jersey, Channel Islands, UK
 Tel: +354 29 22 22 22 Fax: +354 29 22 22 22

1990-91 1991-92 1992-93 1993-94 1994-95 1995-96 1996-97 1997-98 1998-99 1999-00 2000-01 2001-02 2002-03 2003-04 2004-05 2005-06 2006-07 2007-08 2008-09 2009-10 2010-11 2011-12 2012-13 2013-14 2014-15 2015-16 2016-17 2017-18 2018-19 2019-20 2020-21 2021-22 2022-23 2023-24 2024-25 2025-26 2026-27 2027-28 2028-29 2029-30 2030-31 2031-32 2032-33 2033-34 2034-35 2035-36 2036-37 2037-38 2038-39 2039-40 2040-41 2041-42 2042-43 2043-44 2044-45 2045-46 2046-47 2047-48 2048-49 2049-50 2050-51 2051-52 2052-53 2053-54 2054-55 2055-56 2056-57 2057-58 2058-59 2059-60 2060-61 2061-62 2062-63 2063-64 2064-65 2065-66 2066-67 2067-68 2068-69 2069-70 2070-71 2071-72 2072-73 2073-74 2074-75 2075-76 2076-77 2077-78 2078-79 2079-80 2080-81 2081-82 2082-83 2083-84 2084-85 2085-86 2086-87 2087-88 2088-89 2089-90 2090-91 2091-92 2092-93 2093-94 2094-95 2095-96 2096-97 2097-98 2098-99 2099-00 2100-01 2101-02 2102-03 2103-04 2104-05 2105-06 2106-07 2107-08 2108-09 2109-10 2110-11 2111-12 2112-13 2113-14 2114-15 2115-16 2116-17 2117-18 2118-19 2119-20 2120-21 2121-22 2122-23 2123-24 2124-25 2125-26 2126-27 2127-28 2128-29 2129-30 2130-31 2131-32 2132-33 2133-34 2134-35 2135-36 2136-37 2137-38 2138-39 2139-40 2140-41 2141-42 2142-43 2143-44 2144-45 2145-46 2146-47 2147-48 2148-49 2149-50 2150-51 2151-52 2152-53 2153-54 2154-55 2155-56 2156-57 2157-58 2158-59 2159-60 2160-61 2161-62 2162-63 2163-64 2164-65 2165-66 2166-67 2167-68 2168-69 2169-70 2170-71 2171-72 2172-73 2173-74 2174-75 2175-76 2176-77 2177-78 2178-79 2179-80 2180-81 2181-82 2182-83 2183-84 2184-85 2185-86 2186-87 2187-88 2188-89 2189-90 2190-91 2191-92 2192-93 2193-94 2194-95 2195-96 2196-97 2197-98 2198-99 2199-00 2200-01 2201-02 2202-03 2203-04 2204-05 2205-06 2206-07 2207-08 2208-09 2209-10 2210-11 2211-12 2212-13 2213-14 2214-15 2215-16 2216-17 2217-18 2218-19 2219-20 2220-21 2221-22 2222-23 2223-24 2224-25 2225-26 2226-27 2227-28 2228-29 2229-30 2230-31 2231-32 2232-33 2233-34 2234-35 2235-36 2236-37 2237-38 2238-39 2239-40 2240-41 2241-42 2242-43 2243-44 2244-45 2245-46 2246-47 2247-48 2248-49 2249-50 2250-51 2251-52 2252-53 2253-54 2254-55 2255-56 2256-57 2257-58 2258-59 2259-60 2260-61 2261-62	
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ANZ Migrant Co (Essex) Ltd

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Lloyds Bank Fund Managers (Germany) Ltd

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BT Fund Managers (Ireland) Ltd
87 Mount Street, Dublin 2 01-2731 7072

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American Growth _____
 Assets _____
 Liabilities _____
 Net Worth _____

[illegible]

Barings Global Fund	August (Ireland) Ltd		
Barings Global Fund	STI.08 17.43	=	6.58
Barings Global Fund	STI.08 17.43	=	6.58

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Recovery

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AMRO Funds
 One Sun Street, 1-210 | monroeville 360 674-6630

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4-5%	21.18	1.98	1-2.17	2.2
5-7 1/2%	337.21	31.18	1-2.17	3.1

UNITED STATES DEPARTMENT OF COMMERCE U.S. CUSTOMS AND BORDER PROTECTION		U.S. CUSTOMS AND BORDER PROTECTION U.S. DEPARTMENT OF COMMERCE	
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THE

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MEMORANDUM FOR THE RECORD

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Rate 158	2004.00	
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1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	2036-37	2037-38	2038-39	2039-40	2040-41	2041-42	2042-43	2043-44	2044-45	2045-46	2046-47	2047-48	2048-49	2049-50	2050-51	2051-52	2052-53	2053-54	2054-55	2055-56	2056-57	2057-58	2058-59	2059-60	2060-61	2061-62	2062-63	2063-64	2064-65	2065-66	2066-67	2067-68	2068-69	2069-70	2070-71	2071-72	2072-73	2073-74	2074-75	2075-76	2076-77	2077-78	2078-79	2079-80	2080-81	2081-82	2082-83	2083-84	2084-85	2085-86	2086-87	2087-88	2088-89	2089-90	2090-91	2091-92	2092-93	2093-94	2094-95	2095-96	2096-97	2097-98	2098-99	2099-00	2100-01	2101-02	2102-03	2103-04	2104-05	2105-06	2106-07	2107-08	2108-09	2109-10	2110-11	2111-12	2112-13	2113-14	2114-15	2115-16	2116-17	2117-18	2118-19	2119-20	2120-21	2121-22	2122-23	2123-24	2124-25	2125-26	2126-27	2127-28	2128-29	2129-30	2130-31	2131-32	2132-33	2133-34	2134-35	2135-36	2136-37	2137-38	2138-39	2139-40	2140-41	2141-42	2142-43	2143-44	2144-45	2145-46	2146-47	2147-48	2148-49	2149-50	2150-51	2151-52	2152-53	2153-54	2154-55	2155-56	2156-57	2157-58	2158-59	2159-60	2160-61	2161-62	2162-63	2163-64	2164-65	2165-66	2166-67	2167-68	2168-69	2169-70	2170-71	2171-72	2172-73	2173-74	2174-75	2175-76	2176-77	2177-78	2178-79	2179-80	2180-81	2181-82	2182-83	2183-84	2184-85	2185-86	2186-87	2187-88	2188-89	2189-90	2190-91	2191-92	2192-93	2193-94	2194-95	2195-96	2196-97	2197-98	2198-99	2199-00	2200-01	2201-02	2202-03	2203-04	2204-05	2205-06	2206-07	2207-08	2208-09	2209-10	2210-11	2211-12	2212-13	2213-14	2214-15	2215-16	2216-17	2217-18	2218-19	2219-20	2220-21	2221-22	2222-23	2223-24	2224-25	2225-26	2226-27	2227-28	2228-29	2229-30	2230-31	2231-32	2232-33	2233-34	2234-35	2235-36	2236-37	2237-38	2238-39	2239-40	2240-41	2241-42	2242-43	2243-44	2244-45	2245-46	2246-47	2247-48	2248-49	2249-50	2250-51	2251-52	2252-53	2253-54	2254-55	2255-56	2256-57	2257-58	2258-59	2259-60	2260-61	2261-62	2262-63	2263-64	2264-65	2265-66	2266-67	2267-68	2268-69	2269-70	2270-71	2271-72	2272-73	2273-74	2274-75	2275-76	2276-77	2277-78	2278-79	2279-80	2280-81	2281-82	2282-83	2283-84	2284-85	2285-86	2286-87	2287-88	2288-89	2289-90	2290-91	2291-92	2292-93	2293-94	2294-95	2295-96	2296-97	2297-98	2298-99	2299-00	2300-01	2301-02	2302-03	2303-04	2304-05	2305-06
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Pink & Read

The guide also carries reviews of children's books, biographies, business books, film and art books plus a report on the fastest growing sector of contemporary British publishing - audio books.

A must read about must reads

**OFFSHORE
INSURANCE**

هكذا من الأصل

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No FT, no comment.

OTHER OFFSHORE FUNDS

OTHER OFFSHORE FUNDS		Date	Price	Change
Asia Pacific Growth Fund				
Asia Pacific Growth Fund	1997-01-15	10.15	+0.10	
Asia Pacific Growth Fund	1997-01-15	10.15	+0.10	
Asia Pacific Growth Fund	1997-01-15	10.15	+0.10	
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Asia Pacific Growth Fund	1997-01-15	10.15	+0.	

WORLD STOCK MARKETS

EUROPE

London (Dec 1/94)

FTSE 100	5,234.50	+10.50
FTSE 250	3,124.50	+15.50
FTSE 1000	1,234.50	+10.50

Amsterdam (Dec 1/94)

AEX	1,234.50	+10.50
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Brussels (Dec 1/94)

EURONEX	1,234.50	+10.50
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Frankfurt (Dec 1/94)

DAX	1,234.50	+10.50
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Paris (Dec 1/94)

CAC 40	1,234.50	+10.50
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Rome (Dec 1/94)

FTSE MIB	1,234.50	+10.50
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Madrid (Dec 1/94)

IBEX 35	1,234.50	+10.50
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Stockholm (Dec 1/94)

OMX	1,234.50	+10.50
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Oslo (Dec 1/94)

BHELSE	1,234.50	+10.50
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Warsaw (Dec 1/94)

WSE	1,234.50	+10.50
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Zurich (Dec 1/94)

SIX	1,234.50	+10.50
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Vienna (Dec 1/94)

ATX	1,234.50	+10.50
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Prague (Dec 1/94)

PSE	1,234.50	+10.50
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Budapest (Dec 1/94)

BUX	1,234.50	+10.50
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Sofia (Dec 1/94)

SOF	1,234.50	+10.50
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Belgrade (Dec 1/94)

BEL	1,234.50	+10.50
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Ljubljana (Dec 1/94)

LJU	1,234.50	+10.50
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Bratislava (Dec 1/94)

BRAT	1,234.50	+10.50
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AMSTERDAM

Amsterdam (Dec 1/94)

AEX	1,234.50	+10.50
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Brussels

EURONEX	1,234.50	+10.50
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Frankfurt

DAX	1,234.50	+10.50
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Paris

CAC 40	1,234.50	+10.50
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Rome

FTSE MIB	1,234.50	+10.50
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Madrid

IBEX 35	1,234.50	+10.50
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Stockholm

OMX	1,234.50	+10.50
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Oslo

BHELSE	1,234.50	+10.50
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Warsaw

WSE	1,234.50	+10.50
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Zurich

SIX	1,234.50	+10.50
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Vienna

ATX	1,234.50	+10.50
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Prague

PSE	1,234.50	+10.50
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Budapest

BUX	1,234.50	+10.50
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Sofia

SOF	1,234.50	+10.50
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Belgrade

BEL	1,234.50	+10.50
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Ljubljana

LJU	1,234.50	+10.50
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Bratislava

BRAT	1,234.50	+10.50
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London

FTSE 100	5,234.50	+10.50
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AMSTERDAM

Amsterdam (Dec 1/94)

AEX	1,234.50	+10.50
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Brussels

EURONEX	1,234.50	+10.50
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Frankfurt

DAX	1,234.50	+10.50
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Paris

CAC 40	1,234.50	+10.50
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FTSE MIB	1,234.50	+10.50
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Madrid

IBEX 35	1,234.50	+10.50
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Stockholm

OMX	1,234.50	+10.50
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Oslo

BHELSE	1,234.50	+10.50
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WSE	1,234.50	+10.50
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Stockholm

OMX	1,234.50	+10.50
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Oslo

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Financial Times

NYSE COMPOSITE PRICES

Stock	High	Low	Open	Close	Change
IBM	125.00	124.00	124.50	124.00	-0.50
Microsoft	65.00	64.00	64.50	64.00	-0.50
Apple	45.00	44.00	44.50	44.00	-0.50
Oracle	35.00	34.00	34.50	34.00	-0.50
Sun	25.00	24.00	24.50	24.00	-0.50
HP	15.00	14.00	14.50	14.00	-0.50
Intel	10.00	9.50	9.75	9.50	-0.25
Motorola	8.00	7.50	7.75	7.50	-0.25
IBM	125.00	124.00	124.50	124.00	-0.50
Microsoft	65.00	64.00	64.50	64.00	-0.50
Apple	45.00	44.00	44.50	44.00	-0.50
Oracle	35.00	34.00	34.50	34.00	-0.50
Sun	25.00	24.00	24.50	24.00	-0.50
HP	15.00	14.00	14.50	14.00	-0.50
Intel	10.00	9.50	9.75	9.50	-0.25
Motorola	8.00	7.50	7.75	7.50	-0.25

AMEX COMPOSITE PRICES

Stock	High	Low	Open	Close	Change
IBM	125.00	124.00	124.50	124.00	-0.50
Microsoft	65.00	64.00	64.50	64.00	-0.50
Apple	45.00	44.00	44.50	44.00	-0.50
Oracle	35.00	34.00	34.50	34.00	-0.50
Sun	25.00	24.00	24.50	24.00	-0.50
HP	15.00	14.00	14.50	14.00	-0.50
Intel	10.00	9.50	9.75	9.50	-0.25
Motorola	8.00	7.50	7.75	7.50	-0.25

NASDAQ NATIONAL MARKET

Stock	High	Low	Open	Close	Change
IBM	125.00	124.00	124.50	124.00	-0.50
Microsoft	65.00	64.00	64.50	64.00	-0.50
Apple	45.00	44.00	44.50	44.00	-0.50
Oracle	35.00	34.00	34.50	34.00	-0.50
Sun	25.00	24.00	24.50	24.00	-0.50
HP	15.00	14.00	14.50	14.00	-0.50
Intel	10.00	9.50	9.75	9.50	-0.25
Motorola	8.00	7.50	7.75	7.50	-0.25

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